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CAUT ACPPU BULLETIN

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Canada's Voice for Academics
La voix des universitaires
du Canada

Olivieri Honoured with Prestigious Award



NANCY Olivieri has been honoured by the American Association for the Advancement of Science with its Scientific Freedom and Responsibility Award "for her indefatigable determination that patient safety and research integrity come before institutional and commercial interests."

Olivieri, a professor of pediatrics, medicine and public health sciences at the University of Toronto, showed "courage in defending these principles in the face of severe consequences," the award selection committee noted.

In 1996, Olivieri identified an unexpected risk associated with a drug that showed promise for patients with thalassemia — a blood disorder that can be fatal if not treated. When she started informing patients of the risk as was required by medical ethics, the drug's manufacturer terminated the research trial and threatened to take legal action.

She was then subjected to a series of attacks by senior staff at Toronto's Hospital for Sick Children, the hospital's board of trustees, the drug's manufacturer and others. The

Nancy Olivieri has received the 2009 Scientific Freedom & Responsibility Award given by the American Association for the Advancement of Science.

University of Toronto provided her with no effective support until more than two and a half years after the legal threats had been issued.

The case grabbed headlines around the world and sparked debate over academic freedom and the ethical dilemmas faced by university researchers conducting clinical trials funded by drug companies.

CAUT set up an independent committee of inquiry in 1999, which exonerated Olivieri and faulted the university and hospital. She was later vindicated by the Ontario College of Physicians and Surgeons.

Her long struggle has brought world attention to the importance of scientific integrity for public health and safety.

The Scientific Freedom and Responsibility Award is presented annually by the American Association for the Advancement of Science to honour individual scientists and engineers or organizations for exemplary actions that help foster scientific freedom and responsibility. The award recognizes outstanding efforts to protect the public's health, safety or welfare; to focus public attention on potential impacts of science and technology; to establish new precedents in carrying out social responsibilities; or to defend the professional freedom of scientists and engineers. The award was established in 1980 and each year's winner receives \$5,000 and is honoured at the association's AGM.

Olivieri received the award at a Feb. 20 ceremony in San Diego, California. ■

Nancy Olivieri : lauréate d'un prix prestigieux

L'AMERICAN Association for the Advancement of Science (AAAS) a décerné son prestigieux prix annuel "Scientific Freedom and Responsibility Award" à la D^{re} Nancy Olivieri, professeure de pédiatrie, de médecine et de sciences de la santé publique à l'Université de Toronto, « pour son indéfectible et courageuse détermination à défendre, malgré les sérieuses conséquences encourues, le principe de la prépondérance de la sécurité des patients et de l'intégrité de la recherche sur les intérêts commerciaux et institutionnels ».

En 1996, la D^{re} Olivieri a décelé un risque inattendu associé à un médicament prometteur contre la thalassémie — une maladie sanguine qui peut être fatale si elle n'est pas traitée. Lorsqu'elle a commencé à informer les patients du risque, comme l'exige l'éthique médicale, le fabricant du médicament a mis un terme aux essais cliniques et a menacé d'intenter des poursuites judiciaires.

Elle a alors été victime d'une série d'attaques de la part du personnel supérieur et du conseil d'administration de l'hôpital des en-

fants malades de Toronto, du fabricant du médicament et d'autres parties. L'Université de Toronto a attendu plus de deux ans et demi pour apporter son soutien à la chercheuse après que celle-ci eut été menacée de poursuites.

L'affaire a fait les gros titres de la presse internationale et a déclenché un débat sur la liberté académique et les dilemmes éthiques auxquels sont confrontés les chercheurs uni-

Voir NANCY OLIVIERI à la page A9 ➔

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Discount Rates Page A8



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NEWS ACTUALITÉS

Death Knell for Mandatory Retirement at UPEI

A HUMAN rights panel has struck down the default retirement age at the University of Prince Edward Island, saying the forced retirement of three employees at age 65 was discrimination under the province's Human Rights Act.

Psychology professor Thomy Nilsson, sociology professor Richard Wills, and Yogi Fell, who worked at UPEI's Atlantic Veterinary College, filed complaints against the university with the PEI Human Rights Commission after they were let go in 2005-2006.

They are now eligible for reinstatement, as are three other faculty members who filed complaints challenging the university's mandatory retirement policy.

The university administration also lost its argument before the commission that the UPEI Faculty Association should share in any liability because they were partners in the collective agreement that contained the mandatory retirement policy.

"From the start, the faculty association has maintained that the university's policy is discriminatory," said association president David Seeler. "We supported the complainants and worked for abolishment of the retirement policy, so we feel extremely pleased with this outcome both for the complainants and our entire membership. It means the policy will be eliminated at the university and struck from collective agreements."

The panel ruled that because the policy was "imposed by the university" and "not negotiated," the faculty association neither caused nor contributed to the discrimination found against the complainants.

The ruling leaves UPEI's administration responsible for the discrimination and for damages and costs being sought by the complainants.

"This is a welcome end to a five-year fight," said Wayne Peters, CAUT's vice-



A provincial human rights panel says the mandatory retirement policy at UPEI is discriminatory & the university must reinstate employees.

president and past president of the UPEI Faculty Association. "It's a victory for human rights."

The complainants are seeking reinstatement at the level of salary they would now be earning had they continued employment at UPEI, reinstatement under the pension plan along with a recalcu-

lation of their benefits, as well as compensation for their loss of professional reputation and inability to continue long research and loss of contact with colleagues and students. ■

Version française à la page A5.

UNB Contract Talks Go to Conciliation Board

THE Association of University of New Brunswick Teachers and the university administration are to appear before a conciliation board after months of face-to-face contract negotiations for full-time faculty have fallen through.

The parties are in conflict over several major issues, including salaries, intellectual property rights, tenure criteria, mandatory retirement and language about financial exigency/layoffs.

Negotiations between AUNBT's full-time unit and the employer ended Feb. 2 after a round of talks with a provin-

cial conciliator failed to produce a contract settlement.

While some progress was made in conciliation, "substantive negotiations [are] at an impasse," said an AUNBT report to union members.

The union has been bargaining for a collective agreement for UNB's 600 full-time academic employees since June 2009.

Along with their full-time colleagues, the university's contract academic staff also are in prolonged contract negotiations.

AUNBT, which began negotiations with the employer on a first contract

for the 500-member bargaining unit in May 2008, says most items are agreed, but a few key articles remain.

The association applied to the provincial minister of labour for appointment of a conciliation officer on Feb. 5 "in hopes of moving the talks over the finish line of a collective agreement," the union's web site indicates.

Talks between both sides and a conciliator were underway at press time, but if conciliation doesn't work, the union would then have to decide whether to authorize a strike vote. ■

Version française à la page A4.

College Faculty Accept Three-Year Offer

FACULTY at Ontario's 24 community colleges voted narrowly to accept a three-year contract offer from college management last month that their union, the Ontario Public Service Employees Union, had urged them to reject.

OPSEU chief negotiator Ted Montgomery said the employer's fear campaign played a role in the marginal acceptance of the offer.

"We did not want a labour disruption, and had a plan to avoid one, but the employer took the stance with our members that it was either accept the offer or be forced out on strike," he said.

"This vote is not an endorsement of the imposed terms and conditions or the employer's last offer. Fear of a long strike, according to most reports, was a key factor."

Montgomery said the union is disappointed that recommendations of a 2009 workload task force — a key bargaining issue — will not be implemented.

"Our task now is to work to resolve the problems in the system that the colleges failed to address this time," he said.

College faculty had been without a contract since August 2009. ■

COMMENT OPINIONS

PRESIDENT'S COLUMN

Academic Values v Commercial Values



By PENNI STEWART

POST-SECONDARY education has become a key driver of national economies, according to Susan Robertson of Bristol University, the keynote speaker at the Harry Crowe Foundation conference on accountability and quality in post-secondary education, held in Toronto in January.

In 2008, international students spent an estimated \$6.5 billion on education in Canada — a figure greater than the revenue generated by exporting softwood lumber and coal. Canada's education sector was also responsible for generating 83,000 jobs from its international student activities. The importance of international students to the Canadian economy is a relatively recent phenomenon. Between 1998 and 2005, the number of full-time international students in Canada nearly doubled, from 78,256 to 152,762, and the cash flow from these students ballooned from \$1.7 to \$3.8 billion.

With an emerging multibillion dollar market for international higher education, nations aggressively compete to export educational services. Robertson points to the tendency for trade to replace aid, as countries vie to establish branch plants, sell more services and attract more students. A similar mentality motivates our federal and provincial governments to encourage universities to compete with each other for research funding, scholars and resources, in the race to achieve "world class" standing.

This expansion of international education fuels new demands for accountability and quality assurance. A key issue is how to compare educational qualifications across national borders. In Europe, the Bologna Process for "creating the European Higher Education area" involves 46 nations. Pushed by the OECD and World Bank, there are efforts to develop common standards and practices to compare institutions in all the OECD countries, notably the Assessment of Higher Education Outcomes.

In January the United States agreed to participate with five other

countries in a feasibility study to develop common measures on "generic skills," and frameworks in economics and engineering.

The new market ideology with its principles of efficiency, competitiveness and productivity also affects quality assessments at the level of individual institutions. Traditionally, academic staff have played a central and autonomous role in defining the quality of teaching and research, but as post-secondary education becomes more oriented to the marketplace, traditional measures of quality are being eroded.

Eager to develop comparative capacity, governments increasingly call for common, quantified standards and measures. There is a shift from traditional measures like faculty/student ratios, library holdings, research publications and citations to "learning outcomes," such as student engagement, increased skills, retention rates and job success. "Engagement" is measured by surveys such as "Nessie" — the U.S.-based National Survey of Student Engagement.

Academic staff have a fundamental stake in accountability and as-

essment. Scholarly quality has traditionally been a matter for peer review exercised through hiring procedures, tenure and promotion and for purposes of research funding and publication. Tenure and promotion in particular stands out as a lengthy and rigorous review, if little understood by those outside of academia.

Thomas Docherty, of the University of Warwick, told the conference in Toronto that the danger in peer review is the endless pressure to raise standards. Too often this pressure comes from peers eager to "join the bandwagon of standards" and who become their own tormentors. This has resulted in a diminished academic culture.

Gary Rhoades, a higher education professor at the University of Arizona and general secretary of the American Association of University Professors, continued with this theme. He argued that academic staff are deeply enmeshed in assessment practices and challenged conference delegates to think critically.

Among the questions we should address, he said, are: Do tenuring

practices restrict academic freedom? Do our institutions support freedom of expression or is there a climate of retaliation? And, what is the role of academic staff in producing and sustaining institutions that deeply embody race, class and gender inequality? He urged us to find a way that evaluation could promote academic freedom and reminded us that high-quality education cannot be achieved without institutional commitment to good working conditions.

The conference offered an inadvertent object lesson in the perils of "accountability." Two invited speakers, who are senior professors at universities in Mexico, declined to attend because of the numerous standards required to obtain visitor visas to enter Canada. Not only did the visa office require proof of employment, which has been the practice for many years, but also evidence of assets in Mexico, original bank documents showing financial history, an account of travel since the age of 18, and a list of every job held since age 18, including names and addresses of employers. ■

LE MOT DE LA PRÉSIDENTE

Valeurs académiques ou valeurs commerciales

Par PENNI STEWART

L'ÉDUCATION postsecondaire est une force motrice des économies nationales, selon la professeure Susan Robertson de l'université britannique de Bristol qui était l'oratrice principale de la conférence sur la reddition de comptes et la qualité dans les études postsecondaires, organisée en janvier dernier à Toronto par la Fondation Harry-Crowe.

En 2008, les étudiants étrangers ont dépensé plus de 6,5 milliards de dollars en frais de scolarité et autres au Canada — un chiffre supérieur à celui de nos exportations de bois d'œuvre résineux et de charbon. La contribution de la clientèle étudiante étrangère au secteur canadien de l'éducation a également généré 83 000 emplois à l'échelle du pays. L'apport important de ces étudiants à l'économie canadienne est un phénomène relativement récent. Entre 1998 et 2005, le nombre d'étudiants étrangers à plein temps au Canada a presque doublé, passant de 78 256 à 152 762, et les rentrées de fonds provenant de ces étudiants ont grimpé de 1,7 à 3,8 milliards de dollars.

Face au marché émergent de l'éducation supérieure internationale estimé à plusieurs milliards de

dollars, les nations se livrent une concurrence féroce pour exporter leurs services d'éducation. Mme Robertson souligne d'ailleurs la tendance actuelle à substituer le commerce à l'aide, au moment où les pays rivalisent entre eux pour établir des succursales, accroître leurs ventes de services et attirer un plus grand nombre d'étudiants. Une même disposition d'esprit incite nos gouvernements fédéral et provinciaux à encourager les universités à se disputer les fonds de recherche, les chercheurs-boursiers et les ressources dans une course à l'obtention d'un statut international.

L'expansion du marché de l'éducation internationale suscite de nouvelles exigences en matière de reddition de comptes et de contrôle de la qualité. Dès lors se pose un problème clé : comment comparer les diplômés ou les grades avec ceux des autres pays? En Europe, 46 États sont actuellement engagés dans le processus de Bologne qui vise à mettre en place un espace européen de l'enseignement supérieur. Sous l'égide de l'OCDE et de la Banque mondiale, cette réforme a pour objet d'établir un système commun de normes et de pratiques qui favorisent la compatibilité et la comparaison entre les systèmes d'en-

seignement supérieur des pays membres de l'OCDE, notamment l'évaluation des résultats de l'enseignement supérieur.

En janvier, les États-Unis ont accepté de participer avec cinq autres pays à une étude de faisabilité pour mettre au point des instruments communs d'évaluation des « compétences génériques » et définir des cadres de référence spécifiques à l'ingénierie et à l'économie.

La nouvelle idéologie du marché et ses principes d'efficacité, de concurrence et de productivité présentent également sur les évaluations de la qualité entre les différents établissements d'enseignement. Le personnel académique a toujours joué un rôle central et autonome sur le plan de la qualité de l'enseignement et de la recherche, mais, à mesure que l'éducation postsecondaire s'oriente de plus en plus vers le marché, les mesures traditionnelles de la qualité sont menacées.

Désireux de mettre au point des moyens de comparaison, les gouvernements réclament de plus en plus des normes et des mesures communes quantifiées. Les mesures traditionnelles, comme les ratios professeur-étudiants, le fond documentaire, les publications de recherche et les citations et références, sont délaissées en faveur des « ré-

sultats d'apprentissage », comme la participation des étudiants, l'amélioration des compétences, les taux de rétention et la réussite professionnelle. L'« engagement » est mesuré au moyen d'enquêtes telles que « Nessie » ou le National Survey of Student Engagement (l'enquête nationale américaine sur la participation étudiante).

Le personnel académique a un rôle fondamental à jouer dans le contexte de la reddition de comptes et de l'évaluation. De façon générale, la qualité d'érudition est un critère soumis au processus d'évaluation par les pairs dans les cas d'embauche, d'octroi de permanence et de promotion et aux fins des demandes de financement de recherche et de publication. Le processus de permanence et d'avancement tout particulièrement se révèle être très long et rigoureux, si ce n'est peu compris à l'extérieur du milieu universitaire.

À la conférence de Toronto, le professeur Thomas Docherty de l'université britannique de Warwick a fait observer que le danger avec l'examen par les pairs, ce sont les pressions sans fin exercées pour relever les normes. Et ces pressions proviennent trop souvent de pairs qui, impatients de « suivre le courant des normes », finissent par

devenir leurs propres bourreaux. Ce qui a pour résultat d'affaiblir la culture académique.

Poursuivant sur le même thème, Gary Rhoades, professeur d'enseignement supérieur à l'université de l'Arizona et secrétaire général de l'American Association of University Professors, a fait valoir que le personnel académique est profondément empêtré dans les pratiques d'évaluation, et il a engagé les délégués présents à la conférence à faire preuve d'esprit critique.

Nous devrions, selon lui, aborder un certain nombre de questions cruciales, entre autres : Le processus d'attribution de la permanence restreint-il la liberté académique? Nos établissements soutiennent-ils la liberté d'expression ou existe-t-il un climat de répression? Quel rôle le personnel académique joue-t-il dans l'instauration et le maintien d'institutions qui perpétuent l'inégalité entre les races, les classes et les sexes? M. Rhoades nous a pressés de trouver une façon par laquelle l'évaluation pourrait promouvoir la liberté académique et nous a rappelé qu'une éducation de qualité est tributaire de l'engagement des établissements à assurer de bonnes conditions de travail.

Voir VALEURS à la page A8 ➔

Federal Budget Measures Short PSE

Canada's biggest deficit is the amount it no longer spends on education & research.

CAUT has termed the federal government's Mar. 4 budget a "major disappointment" for post-secondary education, leaving Canada's researchers behind, providing no new support for universities and colleges to deal with increasing enrolments, and no relief for students already reeling under skyrocketing

tuition fees and debt loads.

"The government was supposed to have taken time off to 'recalibrate,' but there's been no change in direction when it comes to post-secondary education and funding for research," says James Turk, executive director of CAUT.

"We're disappointed to see only \$32 million committed for the granting councils that fund basic research. 'This covers inflation at best, but doesn't begin to make up for the significant cuts announced last year.'"

While the budget plan includes a 3 per cent increase in transfer payments to the provinces — a level the federal government committed to in 2007, Turk says the revenue measures fall short of being able to meet the needs of universities and colleges facing increasing enrolments and escalating costs.

"The fact is, this will mean fewer student spaces, higher tuition fees, fewer course offerings, larger class sizes and reduced student services," he says.

Also very troubling are the nume-

rous initiatives aimed at promoting the commercialization of post-secondary research, says Turk.

"A central theme in this budget is a continuation of the government's efforts to force universities and colleges into a closer embrace with the private sector," he says. "This threatens the integrity of research and the independence and quality of education, and in the long term this will also work against real innovation." ■

Version française à la page A9.

BC Budget: Education Funding Frozen, Costs Not

FOLLOWING through on a previously-announced plan, the 2010 BC budget freezes government funding for public post-secondary institutions and student financial assistance programs for at least the next three years.

The government claims the strategy "protects" education, but faculty contend it merely hides ongoing cuts.

Paul Bowles, president of the Confederation of University Faculty Associations of BC, notes that costs of

goods and services purchased by postsecondary institutions typically rise more quickly than consumer prices.

"Budget 2010 means that BC universities and colleges will have to find savings of about 3 to 4 per cent per year over the next three years," says Bowles.

The cuts are unlikely to end there. Once the provincial government balances the budget, which it projects will be in 2013, it intends to use all surplus funds to pay down the

provincial debt. This means that post-secondary funding could be frozen for more than five years.

Bowles predicts the situation will get worse as government downloads other costs to public post-secondary institutions. "Increased premiums for provincial medical insurance and increased electricity rates are the first of what may be many additional costs passed on to universities and colleges," he says.

Cindy Oliver, president of the Federation of Post-Secondary Edu-

cators of BC, said the budget contradicts the provincial government's stated aim to make British Columbians the best-educated people on the continent.

"BC urgently needs to increase access and opportunities for citizens wanting to start or complete a post-secondary education," says Oliver. "We're seeing our post-secondary institutions being forced to reduce access, programs and services at a time when all three should be increasing." ■

CAUT Launches Survey to Track Faculty Workload

A MAJOR survey of faculty across the country has been launched by CAUT. The faculty work experience survey focuses on workload and related issues of job satisfaction, propensity for job change, and opportunity for research, among other measures.

CAUT president Penni Stewart said the survey will provide the most authoritative national overview of university faculty work.

"Data from the survey will help identify trends and assist CAUT in developing policies for issues facing specific areas," Stewart said.

Emails have been sent to a sample of 13,000 faculty members inviting them to take part in the online survey, available in both English and French at Infopoll.com.

CAUT urges everyone selected for the sample to complete the survey to help capture as complete and accurate a picture as possible. ■

Version française à la page A8.

Budget de la Colombie-Britannique : gel du financement de l'EPS et hausse des prix

DANS son budget 2010, le gouvernement de la Colombie-Britannique a mis en application son intention déjà annoncée de geler, pendant au moins trois ans, les crédits alloués aux établissements postsecondaires publics et aux programmes d'aide financière aux étudiants.

Si, pour le gouvernement, cette stratégie vise à « protéger » l'éducation, pour le personnel académique, par contre, elle ne sert qu'à masquer des coupures sans fin.

Le président de la Confédération of University Faculty Associations de la Colombie-Britannique, Paul Bowles, observe que, de façon

générale, les prix des biens et des services achetés par les établissements postsecondaires augmentent plus vite que les prix à la consommation.

« Le budget 2010 obligera les universités et les collèges de la province à trouver des économies d'environ 3 % ou 4 % par an sur les trois prochaines années », a dit M. Bowles.

Et il est peu probable que ce soit la fin des compressions pour autant. Une fois que le gouvernement aura équilibré le budget — ce qu'il projette d'accomplir en 2013 —, il entend affecter tous les fonds excédentaires au remboursement de la

dette provinciale. Ce qui signifie que le financement de l'éducation postsecondaire pourrait être bloqué pendant plus de cinq ans.

M. Bowles prédit que la situation empirera à mesure que le gouvernement fera absorber d'autres coûts aux établissements postsecondaires publics.

« Les augmentations des primes d'assurance-maladie provinciales et des tarifs d'électricité ne sont que les premiers d'une longue liste de coûts supplémentaires qui pourront être répercutés sur les universités et les collèges », prévient-il.

Selon la présidente de la Fédération of Post-Secondary Educators

de la Colombie-Britannique, Cindy Oliver, le budget va à l'encontre de l'objectif déclaré du gouvernement provincial de faire des Britannos-Colombiens les gens les mieux instruits de tout le continent.

« Il est urgent que la province améliore l'accès aux études postsecondaires et multiplie les possibilités offertes aux citoyens désireux d'entreprendre ou de poursuivre des études dans ce secteur », souligne Mme Oliver. « Nos établissements sont contraints de réduire l'accès à l'éducation et à leurs programmes et services à un moment où ils devraient s'engager dans la direction opposée. » ■

UNB : des négociations hors normes

APRÈS des mois de négociations en face-à-face infructueuses en vue de la conclusion de la convention collective du personnel académique à temps plein, l'association des professeurs et professeurs de l'Université du Nouveau-Brunswick (AUNBT) et la direction de l'établissement vont se retrouver devant une commission de conciliation.

Le litige entre les parties porte sur plusieurs grandes questions, dont les salaires, les droits de propriété intellectuelle, les critères de titularisation, la retraite obligatoire et le libellé des dispositions

régissant l'urgence financière et les licenciements.

Les négociations entre l'unité du personnel académique à temps plein de l'AUNBT et l'employeur ont pris fin le 2 février après qu'une série de rencontres avec un conciliateur provincial n'ont pu permettre de trouver un règlement satisfaisant.

Si certains progrès ont été réalisés à l'étape de la conciliation, les négociations de fond sont dans l'impasse, indique le syndicat dans un rapport à ses membres.

L'AUNBT négocie depuis juin 2009 une nouvelle convention col-

lective pour les 600 membres du personnel académique à temps plein de l'Université du Nouveau-Brunswick.

À l'instar de leurs collègues à temps plein, les membres du personnel académique contractuel de l'université sont engagés dans des négociations contractuelles laborieuses et difficiles.

L'AUNBT a amorcé les négociations avec l'employeur en vue de conclure le premier contrat de l'unité de négociation de 500 membres en mai 2008. Selon le syndicat, les parties se sont entendues sur la plupart des points, mais certains

articles clés restent à régler.

Le 5 février dernier, l'association a demandé au ministre provincial du Travail de nommer un conciliateur « dans l'espoir que les pourparlers puissent aboutir à une convention collective », peut-on lire sur le site web du syndicat.

Au moment de mettre sous presse, les pourparlers se poursuivaient entre les deux parties et le conciliateur. Toutefois, si la conciliation devait échouer, le syndicat devrait décider s'il autorise la tenue d'un vote de grève. ■

English on page A2.

Nominees Candidatures

CAUT Executive Committee
Comité de direction de l'ACPPU

President/Présidence
Penni Stewart (York)

Vice-President/Vice-présidence
Wayne Peters (UPEI)

Treasurer/Trésorerie
John Baker (Calgary)
Ross Klein (Manitoba)

Members-at-Large
Membres ordinaires
Angelo Mingarelli (Carleton)

Cindy Oliver (FPSE)

Shelley Reuter (Concordia)

Jeremy Richards (Alberta)

Anver Saloojee (Ryerson)

Yaroslav Senyshyn (Simon Fraser)

Sue Wurtele (Trent)

Committee Chairs
Président(e)s des comités

CBEB/NCAE

Brenda Austin-Smith (Manitoba)

Librarians/Bibliothécaires

Francesca Holyoke (UNB)

Candidatures au Comité de direction de l'ACPPU 2010

TREIZE personnes ont été mises en candidature pour les postes vacants du Comité de direction de l'ACPPU. Des élections auront lieu à Ottawa du 22 au 25 avril lors de l'Assemblée du Conseil de l'ACPPU. ■



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NEWS ACTUALITÉS

Outsourcing Deals Face Stiff Opposition at Windsor, Dalhousie

AFOR-PROFIT education corporation is facing stiff opposition in its bid to set up a private college offering academic modules and English language training on the University of Windsor campus.

After hours of internal debate last month on a proposed joint venture with Study Group International, the university's senate voted against part of the plan to create "degree pathways" for international students.

The vote is a blow to SGI's ambition to establish a greater presence in Canada, but a victory for faculty and students who campaigned against what they called the "outsourcing" of education.

James Winter, a communications, media and film studies professor at Windsor, says the proposed partnership would compromise the quality and reputation of the university. In a January op-ed piece in the Windsor Star, he cautioned against the university's ambition to tap into potential new revenue streams, stating that "our concern for international students and balanced budgets must not lead us to abandon academic integrity."

Despite the rejection by senate, the Windsor-SGI deal isn't dead yet. February's vote was on establishing SGI programs in business. Proposed deals for the faculties of science and arts and social sciences are reportedly to be considered by the university senate this month.

Brian Brown, head of the university's faculty association, said measures are being taken to ensure members in each of the affected faculties are aware of the negative impacts of the deal.

Dalhousie University in Halifax, meanwhile, is exploring a public-private partnership with SGI's competitor, Navitas.

Navitas, a for-profit company that



No to Navitas — Carrie Dawson, president-elect of Dalhousie Faculty Association, & Terry Mitchell, the association's president, distributed an open letter to the university community denouncing the Navitas deal.

has already established prep colleges for international students on two Canadian campuses — the Fraser International College at Simon Fraser University and University of Manitoba's International College Manitoba — is now looking to contract with Dalhousie to operate a similar venture at the university.

In an open letter to the Dalhousie community, the faculty association says negotiations on the proposed partnership should be abandoned and that the administration should consult with faculty and students about building capacity for recruiting and supporting a more diverse student body.

EducationSolidarityNetwork.org

CAUT & other unions wary of the threat posed by profit-driven education corporations have joined under the Education Solidarity Network 'umbrella' to fight the global privatization of education. The network's web site offers news & updates on private provider initiatives & operation fightback resources, such as a briefing paper prepared by the University College Union in the UK on problems associated with private providers in the delivery of pathway programs for international students.

"Instead of putting our reputation in the hands of a profit-driven corporation like Navitas, we should be working together to foster and support in-house programs that are taught by our faculty and taught to our standards," the letter says.

Opposition isn't new to SGI or Navitas. The two companies, along with competitors INTO and Kaplan, are aggressively seeking growth partnerships with universities in other countries, and in most cases, education trade unions are fighting back. ■

Vent d'opposition contre l'externalisation aux universités de Windsor et Dalhousie

LE projet de collège privé proposant des modules universitaires et une formation linguistique en anglais qu'un prestataire de services d'éducation à but lucratif tente d'implanter sur le campus de l'Université de Windsor se heurte à une farouche opposition.

Au terme d'un long débat interne qui s'est déroulé le mois dernier à propos d'un projet de coentreprise avec Study Group International (SGI), le sénat de l'université a voté contre un volet du projet visant à créer des « voies d'accès à des diplômes » pour les étudiants étrangers.

Si, pour SGI, la décision du sénat met un frein à ses visées d'expansion sur le marché canadien, elle constitue incontestablement une victoire pour le corps professoral et les étudiants qui ont fait campagne contre ce qu'ils dénoncent comme l'« externalisation » de l'éducation.

Selon James Winter, professeur de

communications, médias et études cinématographiques à Windsor, la proposition de partenariat risque de porter atteinte à la qualité et à la réputation de l'université. Dans un article éditorial publié en janvier dans le *Windsor Star*, il met en garde contre les tentatives faites par l'université pour exploiter de nouvelles sources de revenus, soulignant que « nos préoccupations par rapport aux étudiants étrangers et à l'équilibre budgétaire ne doivent pas nous amener à renoncer à l'intégrité académique ».

Mais le projet de coentreprise entre SGI et l'Université de Windsor, malgré son rejet par le sénat, n'est pas pour autant enterré. Le vote de février portait sur la mise en place de programmes d'études commerciales par SGI. Apparemment, le sénat devrait se pencher ce mois-ci sur d'autres projets d'entente avec les facultés des sciences et des arts et sciences sociales.

Le président de l'association du

personnel académique de l'université, Brian Brown, a fait savoir que des mesures étaient en cours pour sensibiliser pleinement les membres de chacune des facultés touchées aux conséquences négatives de telles ententes.

Entre-temps, l'Université Dalhousie à Halifax étudie la possibilité de conclure un partenariat public-privé avec Navitas, un concurrent de SGI.

La société à but lucratif Navitas, qui a déjà établi des collèges privés pour les étudiants étrangers sur deux campus canadiens — le Fraser International College à l'Université Simon Fraser et l'International College Manitoba à l'Université du Manitoba — envisage maintenant de conclure une coentreprise du même genre avec Dalhousie.

Dans une lettre ouverte à la communauté universitaire, l'association du personnel académique appelle à l'abandon des négociations concernant le projet de partenariat et

demande à la direction de consulter le corps professoral et les étudiants sur la mise en œuvre d'une stratégie permettant de recruter et d'encadrer une population étudiante plus diversifiée.

« Au lieu de mettre notre réputation entre les mains d'une société motivée par le profit comme Navitas, nous devrions travailler ensemble à l'établissement de programmes internes solides dont l'enseignement serait dispensé par nos professeurs en conformité avec nos normes », recommande l'association dans sa lettre.

L'opposition que rencontre SGI et Navitas n'est rien de nouveau pour elles. Les deux sociétés, à l'instar de leurs concurrents INTO et Kaplan, cherchent énergiquement à conclure des partenariats de croissance avec des universités d'autres pays. Et elles se heurtent généralement à la résistance des syndicats du secteur de l'éducation. ■

UPEI : la mise à la retraite obligatoire jugée discriminatoire

DANS une décision invalidant la politique de retraite obligatoire en vigueur à l'Université de l'Île-du-Prince-Édouard (UPEI), la commission provinciale des droits de la personne a décrété que la retraite forcée de trois employés à l'âge de 65 ans constituait une pratique discriminatoire aux termes de la loi provinciale sur les droits de la personne.

Thomy Nilsson, professeur de psychologie, Richard Wills, professeur de sociologie, et Yogi Fell, employé au Collège de médecine vétérinaire de l'Atlantique de l'UPEI, avaient déposé des plaintes contre l'université auprès de la Commission des droits de la personne de l'Île-du-Prince-Édouard après avoir été obligés de partir à la retraite en 2005-2006.

Ces personnes peuvent maintenant réintégrer leur travail à l'instar des trois autres membres du corps professoral qui ont également contesté la politique de retraite obligatoire de l'université.

De plus, la commission a rejeté l'argument de la direction de l'établissement voulant que l'association du personnel académique de l'UPEI assume une part de la responsabilité, parce qu'elles étaient toutes deux parties à la convention collective qui contenait la politique de retraite obligatoire.

« L'association a insisté d'entrée de jeu sur le caractère discriminatoire de la politique », a dit le président de l'UPEIFA, David Seeler. « Nous avons apporté notre plein appui aux plaignants et nous nous sommes battus pour faire abolir la politique de retraite et la faire retirer des conventions collectives. Nous sommes donc très heureux de ces résultats tant pour les plaignants que pour l'ensemble de nos membres. »

La commission a statué que l'association n'était responsable, ni directement ni indirectement, de la discrimination constatée à l'endroit des plaignants parce que la politique a été imposée par l'université et qu'elle n'a pas fait l'objet de négociations.

Elle attribue donc à la direction de l'UPEI la responsabilité de la discrimination et lui impute les dommages-intérêts et les dépens réclamés par les plaignants.

« Cette décision met enfin un terme à une lutte qui durait depuis cinq ans », a déclaré Wayne Peters, vice-président de l'ACPPU et ancien président de l'UPEIFA. « C'est une victoire pour les droits de la personne. »

Les plaignants demandent d'être réintégrés dans leurs fonctions au niveau de rémunération qu'ils toucheraient maintenant s'ils avaient continué d'occuper leurs postes à l'UPEI, d'être réinscrits au régime de retraite (avec recalcul de leurs prestations) et d'être dédommages pour atteinte à leur réputation professionnelle, pour incapacité de mener à bien des travaux de recherche qu'ils ont poursuivis tout au long de leur carrière, ainsi que pour perte de contact avec leurs collègues et leurs étudiants. ■

English on page A2.

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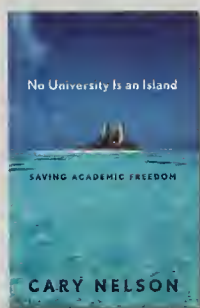


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IN REVIEW/RECENSION

Insider's Cautionary Tales of Academic Freedom



No University Is an Island: Saving Academic Freedom

Cary Nelson. New York, NY: New York University Press, 2010; 288 pp; ISBN: 978-0-81475-859-5, cloth \$27.95 us.

By LEN FINDLAY

Is academic freedom in need of "saving" in the self-styled land of the free, home to "freedom fries," "tea-parties," and the Crawford cowboy who slung his guns on behalf of "freedom itself"? And should the professoriate and citizens outside the United States care whether academic freedom is saved there or not? After reading this new book by a distinguished American literary scholar and long-term academic activist, many readers will probably answer "Yes" to both questions.

Cary Nelson's provocative tract for the times is replete with cautionary tales and timely counsel for Canadian scholars and anyone

else who thinks of universities as canaries in the mineshaft of democracy or as ducks over the tailings ponds of development.

Indeed, taking one's cue from the feisty manner of Nelson himself, one might argue that in a prorogue state like Stephen Harper's Canada — a state that too often refuses entry to dissident scholars and related malcontents while maintaining a firewall round Redaction Central at the PMO and arms-length relationships with independent entities regularly traversed by the ministerial orangutan; a state moreover where global competitiveness is made to justify the replacement of basic research by opportunistic applications of other peoples' discoveries and the funding of private commercialization projects from a public purse both looted and disparaged — yes, Canadians need models of "the politics of struggle" (p. 27) and alternative visions of education wherever they can be found.

To be even more Nelsonian, if the ingestion of university autonomy and independent inquiry by "enlightened sovereignty" proceeds any further, then the public interest will suffer even more than it already has from scenes of anti-scientific and more broadly anti-intellectual obduracy such as Environment Minister Jim Prentice and his lightweight delegation recently offered the world in Canada's name in Copenhagen.

This is Nelson's 25th book, and its nine chapters bear witness to wide experience and frequent travels across North America, Australia and Britain. His narrative is marked also by fierce conviction and acute analysis, challenging all sorts of readers on a number of counts.

Academic quietists and those prone to lick the hand that starves them are unlikely to be persuaded by the evidence and arguments

assembled here — but they ought to read this book anyway. In contrast, those who sympathize with or actively embrace Nelson's anti-capitalist critique will no doubt relish judgments such as this: "The combination of high culture and wage slavery is the hallmark of the contemporary university. The city on the hill is built on a mountain of hypocrisy." (p. 159)

The latter group might ask themselves why they have not more effectively contested those bent on reducing education to the production of a skilled but docile workforce and on conserving or expanding the privileges of traditional elites. Why have they not been defending our universities from the incursions of free-market muscle in the guise of market rationality and the cutting edge?

Such sympathetic or activist readers may also find themselves wondering why so much of Nelson's book is news to them, while what they do recognize as familiar still fails to provoke them more openly and consistently to struggle on behalf of academic labour across disciplines and throughout the hierarchies that too often separate tenured from limited term or contingent faculty, and from the reserve armies of graduate teaching assistants without whose energy and developing acumen many a university would, from the perspective of students, parents and ordinary folk, grind to a halt.

To be fair, many accomplished and dedicated scholars already do just that, but Nelson's evidence and my own experience serving on CAUT's Academic Freedom and Tenure Committee suggest we need to do much more, and urgently, with full professors in the lead and the Association of Universities and Colleges of Canada no doubt bringing up the rear.

As his title indicates, Nelson believes that institutions, like individuals, exist in webs of interdependency sometimes beneficially and sometimes not. The realization that "no man is an island" came to John Donne in extremis. For Nelson, American universities are no more robust than the ailing Donne, but faith (far less faith tests) aligned with resignation and transcendence cannot save them. What is needed is the political mobilization of knowledge workers in defence of the public interest they seek to help shape and serve.

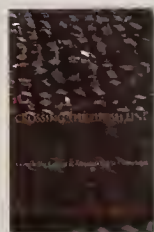
But in a political climate where corporate funding buys academic as well as political access, and where leadership is reduced to economic entrepreneurship by an academic managerial class externally meek and internally menacing, organizing and mobilizing a gerbilized and increasingly vulnerable academic labour force is no easy matter.

As Nelson demonstrates, compradors, quillings and thought police are to be found in most faculties and graduate student bodies. Moreover, playing favourites while threatening the mouthy and/or those insufficiently "excellent" are popular activities among administrators eager to impress headhunters and "senior" appointments committees who increasingly do their work in secret.

The problems of complicity and intimidation may not be a serious problem everywhere, but a quick scan of university websites and mission statements across Canada may tempt one to conclude that what administrators care most about are dubious national and international rankings, external funding and the allegedly non-directive largesse of elite donors.

See NO UNIVERSITY IS AN ISLAND Page A10 →

QUICK PICKS/LIVRES EN BREF



Crossing the Finish Line: Completing College at America's Public Universities

William G. Bowen, Matthew M. Chingos & Michael S. McPherson. Princeton, NJ: Princeton University Press, 2009; 392 pp; ISBN: 978-0-69113-748-3, cloth \$27.95 us.

Long revered for their dedication to equal opportunity and affordability, public universities play a crucial role in building human capital. And yet, less than 60 per cent of the students entering four-year colleges in America today are graduating. Why is this hap-

pening and what can be done? *Crossing the Finish Line*, the most important book on higher education to appear since *The Shape of the River*, provides the most detailed exploration ever of the crisis of college completion at America's public universities. This massive project sheds light on such serious issues as dropout rates linked to race, gender and socioeconomic status. Probing graduation rates at 21 flagship public universities and four statewide systems of public higher education, the authors focus on the progress of students in the entering class of 1999 — from entry to graduation, transfer, or withdrawal. They examine the effects of parental education, family income, race and gender, high school grades, test scores, financial aid and characteristics of universities attended (especially their selectivity). The conclusions are compelling: minority students and students from poor families have markedly lower graduation rates — and take longer to earn degrees — even when other variables are taken into account. Noting the strong performance of transfer students and the effects of financial constraints on student retention, the authors call for improved transfer and financial aid policies and suggest ways of improving the sorting processes that match students to institutions.



Apprivoiser le syndicalisme en milieu universitaire : Histoire du Syndicat général des professeurs et professeurs de l'Université de Montréal

Jacques Rouillard. Montréal, QC: Les Éditions du Boréal, 2006; 280 pages; ISBN: 978-2-76460-461-8, 24.95 \$ CAN.

Un syndicat de professeurs d'université n'est pas un syndicat comme les autres. L'individualisme inhérent au travail et à la culture professorale a toujours contribué à rendre

plusieurs d'entre eux méfiants et plutôt réservés face à la solidarité syndicale. Chez les professeurs, le « nous » syndical s'est graduellement construit, par étapes, parfois dans la tourmente et la division. C'est ce cheminement des universitaires, cet « apprivoisement » du syndicalisme, qu'aborde ce volume. La conscience syndicale chez les professeurs de l'Université de Montréal commence véritablement à prendre racine avec la création du Syndicat des professeurs en 1966. Elle aboutit à la formation du SGPMU en 1972 et à son accréditation trois ans plus tard. Dans les années 1980 et 1990, l'utilité du syndicalisme ne fait plus de doute chez les professeurs, frappés par de faibles augmentations salariales, quand ce n'est pas des gels et des récupérations. Dans les années 2000, leur solidarité se renforce avec l'objectif de rattrapage des conditions de travail qui va culminer avec la première grève des professeurs à l'hiver 2005. Jacques Rouillard propose un historique de quarante ans de vie syndicale et de plus de cinquante ans de vie associative. Soucieux également d'insérer l'évolution du syndicat dans la trame générale de l'histoire du syndicalisme québécois, il accorde une large place dans cet historique aux négociations des syndicats des secteurs public et parapublic.

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ACTUALITÉS

Enquête de l'ACPPU sur la charge de travail

L'ACPPU a lancé une vaste enquête nationale sur l'expérience de travail des membres du corps professoral. L'étude est axée entre autres sur la charge de travail et les questions connexes liées à la satisfaction professionnelle, la propension à changer d'emploi et les possibilités de recherche. Les données qui seront recueillies serviront à cerner les tendances en cours et à élaborer des politiques visant à améliorer les conditions de travail des universitaires canadiens.

Des courriels ont été envoyés à un échantillon de 13 000 profes-

seurs et professeurs pour les inviter à participer, en français ou en anglais, à l'enquête hébergée sur le site Infopoll.com. Cette recherche livrera la synthèse la plus rigoureuse du travail des professeurs et professeurs d'université à l'échelle nationale.

L'ACPPU encourage donc vivement toutes les personnes sélectionnées à remplir le formulaire d'enquête afin d'aider à dresser le portrait le plus complet et le plus exact possible de la situation. ■

English on page A4.

Valeurs académiques ou valeurs commerciales

→ Suite de la PAGE A3

La conférence a fourni une illustration involontaire des périls de l'« obligation de rendre des comptes ». Deux professeurs agrégés d'universités mexicaines invités à titre d'orateurs ont refusé d'assister à la conférence à cause des nouvelles exigences astreignantes imposées par le Canada à l'obtention de visas pour les visiteurs. Le bu-

reau des visas exige non seulement une attestation d'emploi, comme c'est la pratique depuis de nombreuses années, mais aussi une preuve d'actifs au Mexique, des documents bancaires originaux décrivant l'historique des transactions faites, un compte rendu des voyages faits depuis l'âge de 18 ans et la liste de tous les emplois occupés depuis ce même âge, avec les noms et adresses des employeurs. ■

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NEWS ACTUALITÉS

McMaster Librarians Vote to Unionize

LIBRARIANS at McMaster University have formed an association and decided to unionize. The McMaster University Academic Librarians Association filed an application for certification with the Ontario Labour Relations Board on Feb. 10. The board supervised a secret ballot election the following week where a majority of votes were cast in favour of unionization. MUALA represents a 30-member group. ■

McMaster : les bibliothécaires créent leur syndicat

LES bibliothécaires de l'Université McMaster ont formé une nouvelle association et décidé de se syndiquer. L'association — la McMaster University Academic Librarians Association (MUALA) — a présenté une demande d'accréditation à la Commission des relations de travail de l'Ontario le 10 février. Cette dernière a tenu la semaine suivante un scrutin secret où la forte majorité des bibliothécaires ont voté en faveur de l'accréditation. La MUALA compte 30 membres. ■

Nancy Olivieri : lauréate d'un prix prestigieux

→ Suite de la PAGE A1

versitaires qui conduisent des essais cliniques financés par les sociétés pharmaceutiques.

L'ACPPU a créé en 1999 un comité d'enquête indépendant qui a mis hors de cause la Dr^e Olivieri et a incriminé la conduite de l'université et de l'hôpital. La clinicienne a été par la suite disculpée par le Collège des médecins et chirurgiens de l'Ontario.

Son long combat a attiré l'attention du monde entier sur l'importance de l'intégrité scientifique pour la santé et la sécurité publiques.

L'AAAS a créé le prix "Scientific Freedom and Responsibility Award" en 1980 pour récompenser les actions exemplaires de scientifiques et d'ingénieurs qui contribuent à promouvoir la liberté et la responsabilité scientifiques. Cette distinction vise à saluer les efforts extraordinaires qui sont déployés pour protéger la santé, la sécurité et le bien-être publics, pour attirer l'attention publique sur les conséquences potentielles de la science et de la technologie, pour établir de nouveaux précédents dans l'exercice des responsabilités sociales, ou encore pour défendre la liberté professionnelle des scientifiques et des ingénieurs. Le prix de 5 000 \$ est présenté dans le cadre de l'assemblée générale annuelle de l'AAAS.

La Dr^e Olivieri a reçu son prix le 20 février dernier lors d'une cérémonie tenue à San Diego en Californie. ■

Alberta Budget Freezes Operating Support, Changes Student Assistance Program

FACED with a \$4.7 billion budget deficit, the Alberta government is freezing the operating grants for post-secondary institutions after years of steadily increasing investment. The freeze is part of a 6 per cent overall cut for the province's advanced education ministry that also marks changes to student assistance programs and allocates less money for capital expenses and for research and innovation.

Linda Bonneville, president of the Confederation of Alberta Faculty Associations, said increases to operating funds has helped transform the post-secondary sector in recent years, but the shortfall in the government's latest budget is certain to mean higher fees, bigger classes, fewer programs and fewer staff at Alberta's universities, colleges and institutes.

"Given the crucial role that post-secondary education is expected to play in our future, there is no doubt that any short-term savings achieved in this way will cost Albertans dearly in years to come," Bonneville said.

The Alberta Colleges and Institutes Faculties Association president Dave Purkis said news of the unexpected reductions was discouraging. Cuts in funding undermine the ability of post-secondary institutions to provide a certain quality and quantity of programs, he said.

"This puts huge strains on their operations, and results in problems such as deferred maintenance and employee layoffs, problems which accumulate and leave institutions constantly trying to catch up," he said.

Students will also see a decrease in grants and scholarships for post-secondary education and loan limits increasing.

"The government has eliminated some programs designed to assist low-income students and has changed the guidelines to allow students to increase their student loans. The net effect will be to shift more of the cost of post-secondary education directly onto the student," Purkis said. "Students are going to be graduating with higher debt levels, and more debt means fewer poor students going on to higher education."

The budget cut grants, scholarships and bursaries by \$54 million, replacing the money with loans.

Bonneville says the province established the principles of accessibility, affordability and quality as

fundamental to its post-secondary education policy.

"But the fact is that the government cannot hope to deliver on its long-standing commitment to expand access to the Alberta post-secondary system, and to keep it affordable, while preserving its quality, if it fails to provide the necessary funding," she said.

The province has pledged to add 16,000 new student spaces by 2011-12.

"Despite the immediate threat of downsizing, the government apparently remains committed to its ambitious plans," Bonneville said. "Yet doing 'more with less' is not an option."

"We've been down this road before — indeed, by some measures we still haven't recovered fully from the funding cuts of the 1990s." ■

Budget de l'Alberta : gel des subventions, modification du programme d'aide aux étudiants

CONFRONTÉ à un déficit budgétaire de 4,7 milliards de dollars, le gouvernement de l'Alberta a décidé de geler les subventions de fonctionnement aux établissements postsecondaires après avoir augmenté de façon constante ses investissements dans ce secteur pendant des années. Ce gel s'inscrit dans la foulée des compressions globales de 6 % imposées au ministère de l'Éducation supérieure, qui entraîneront également des modifications au programme d'aide financière aux étudiants ainsi qu'une diminution des fonds alloués aux dépenses en capital et à la recherche et à l'innovation.

Si les majorations des fonds de fonctionnement ont contribué ces dernières années à la transformation du secteur de l'éducation postsecondaire, l'insuffisance des fonds prévus dans le récent budget se traduira certainement par des droits de scolarité plus élevés, des salles de classe plus populaires et des programmes et du personnel moins nombreux dans les universités, collèges et ins-

tuts de l'Alberta, constate la présidente de la Confederation of Alberta Faculty Associations, Linda Bonneville.

« Étant donné la place cruciale que l'éducation postsecondaire est censée occuper dans notre avenir, il ne fait aucun doute que les économies à court terme réalisées ainsi vont être chèrement payées par la population albertaine dans les années à venir », affirme-t-elle.

De son côté, le président de l'Alberta Colleges and Institutes Faculties Association, Dave Purkis, s'est dit démoralisé par l'annonce des coupures inattendues. Selon lui, la réduction du financement porte atteinte à la capacité des établissements postsecondaires d'offrir une certaine qualité et une certaine quantité de programmes.

« Un tel manque pèse lourdement sur le fonctionnement des institutions et engendre des problèmes, comme des travaux d'entretien différés et des mises à pied — des problèmes qui s'accumulent et qui obligent les établissements à chercher constam-

ment à rattraper leur retard », a-t-il souligné.

Les étudiants, quant à eux, seront touchés par une réduction des subventions et bourses d'études postsecondaires et par une majoration des limites de prêts.

« Le gouvernement a supprimé certains programmes d'aide aux étudiants à faible revenu et a modifié les règles en vigueur de façon à permettre aux étudiants d'augmenter la valeur totale de leurs prêts d'études. Ce qui aura pour effet de faire passer directement aux étudiants une plus grande partie du coût de l'éducation postsecondaire », explique M. Purkis. « Une fois diplômés, les étudiants seront davantage endettés et, par conséquent, de moins en moins en mesure de poursuivre des études supérieures. »

Le budget a éliminé 54 millions de dollars du programme de subventions et bourses d'études, remplaçant ces crédits par des prêts aux étudiants.

Pourtant, rappelle M^{me} Bonneville, la province a érigé l'accessibilité, l'abordabilité et la qua-

lité en principes fondamentaux de sa politique d'éducation postsecondaire.

« Il n'en demeure pas moins que le gouvernement ne peut espérer maintenir l'engagement qu'il a pris il y a longtemps d'accroître l'accès au système d'éducation postsecondaire de l'Alberta et d'en assurer l'abordabilité tout en préservant sa qualité, s'il n'accorde pas au bout du compte les fonds nécessaires », dit-elle.

La province s'est engagée à créer 16 000 nouvelles places pour les étudiants d'ici 2011-2012.

« Malgré le menace immédiate de réduction des effectifs, le gouvernement ne semble pas vouloir renoncer à ses projets ambitieux », indique M^{me} Bonneville. « Or, faire plus avec moins n'est pas une solution tenable. »

« Cette situation n'a rien de nouveau pour nous. En fait, à certains points de vue, nous ne nous sommes toujours pas remis pleinement des compressions de financement des années 1990. » ■

Le budget fédéral : une amère déception

Le plus gros déficit du Canada se trouve dans l'argent que le pays ne consacre plus à l'éducation et à la recherche.

L'ACPPU qualifie le budget fédéral du 4 mars d'« énorme déception » en ce qui concerne l'éducation postsecondaire, car il laisse les chercheurs du Canada en plan et n'offre aucun nouveau soutien aux universités et collèges, qui enregistrent un accroissement du nombre d'inscriptions, ni aucune aide pour les étudiants, déjà aux prises avec des niveaux d'endettement et des frais de sco-

larité qui augmentent de façon exponentielle.

« Le gouvernement était censé avoir pris une pause pour rééquilibrer ses efforts, mais il ne semble y avoir aucun changement de cap en ce qui a trait à l'éducation postsecondaire et au financement de la recherche », note James Turk, directeur général de l'ACPPU.

« Nous sommes déçus que les organismes subventionnaires qui financent la recherche de base ne reçoivent que 32 millions de dollars. Cette somme neutralise tout au plus l'inflation, mais elle est bien loin de compenser les compressions considérables qui ont été annoncées l'an dernier. »

Bien que le plan budgétaire prévoit une hausse de 3 % des paiements de transfert aux provinces — le niveau de financement fédéral accordé en 2007, les mesures productrices de recettes, estime M. Turk, ne suffiront pas à couvrir l'augmentation du nombre d'inscriptions ni les coûts de plus en plus élevés avec lesquels les universités et les collèges doivent composer.

« En fait, cela aura pour conséquence de réduire le nombre de places pour les étudiants, de faire grimper les frais de scolarité, de réduire les choix de cours, d'augmenter le nombre d'étudiants par classe et de restreindre les services aux étudiants », affirme-t-il.

Ce qu'il y a également d'inquietant, indique M. Turk, ce sont les nombreuses initiatives destinées à promouvoir la commercialisation de la recherche postsecondaire.

« Ce budget est centré sur la continuation des efforts du gouvernement pour contraindre les universités et les collèges à collaborer plus étroitement avec le secteur privé », observe-t-il. « Une telle démarche compromet l'intégrité de la recherche, ainsi que l'indépendance et la qualité de l'éducation, et à long terme, cela nuira également à toute initiative d'innovation réelle. » ■

English on page A4.



Première Conférence des francophones
Association canadienne des professeurs et professeurs d'université

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Pour toutes questions au sujet du formulaire d'inscription ou de la conférence,
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par télécopieur (613-820-7244) ou par courriel (forget@caut.ca).

CAUT Censure: First Nations U

The First Nations University of Canada has been censured by CAUT Council (November 2008). Censure means that CAUT has concluded that a university board and administration have breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means the university board and administration have resisted all reasonable suggestions from CAUT for a resolution of the dispute.

Censure is a notice to all members of CAUT that they should limit themselves, in their dealings with a censured institution, of the issues involved in the censure. In particular, academic staff are asked not to accept appointments at a censured university, not to accept invitations to speak or attend academic conferences at a censured university, and not to accept any distinction or honour that might be offered by a censured administration. Academic disciplinary associations are encouraged to refuse to carry advertisements for or hold events at censured institutions. Academic staff employed at a university under censure are asked to support and assist efforts to convince the board and administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin* nor at CAUT's career board www.AcademicWork.ca.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured board and administration that they should adhere to standards now widely accepted in the Canadian academic community.

Sanction de blâme : UPNC

Le Conseil de l'ACPPU a imposé une sanction de blâme à l'Université des Premières nations du Canada (UPNC) en novembre 2008. L'ACPPU prend une telle sanction lorsqu'elle conclut que le conseil et l'administration de l'université en cause ont violé un ou plusieurs des principes fondamentaux de la liberté académique et de la gouvernance que l'ACPPU estime indispensables au bon fonctionnement d'un établissement d'enseignement, et que ces mêmes conseil et administration ont repoussé toutes les recommandations raisonnables formulées par l'ACPPU pour assurer le règlement du différend.

Dans le même temps, l'ACPPU transmet à tous ses membres un avis dans lequel elle leur recommande de s'informer, au moment de traiter avec un établissement frappé d'un blâme, sur les problèmes à l'origine de la sanction. Plus particulièrement, les membres du personnel académique sont invités à ne pas accepter de poste à l'établissement ainsi sanctionné, à décliner des invitations à parler ou à participer à des conférences qui s'y tiennent, et à refuser tout honneur ou distinction qui peuvent leur être offerts. Les associations disciplinaires universitaires sont invitées à refuser d'annoncer les événements qui auront lieu à l'établissement sanctionné ou d'y tenir des activités. On demande également aux membres du personnel académique de l'université frappée d'un blâme d'appuyer les efforts exercés pour convaincre le conseil et l'administration de la nécessité d'un règlement. L'ACPPU refusera d'annoncer dans son *Bulletin* et sur son site www.travallacademique.ca les offres d'emploi de l'établissement sous le coup d'une telle sanction.

L'ACPPU reconnaît certes le fardeau que la procédure de blâme impose aux membres du personnel académique et aux étudiants des universités sanctionnées. Elle croit toutefois que le blâme et les sanctions qui y sont rattachées sont nécessaires pour rendre publiques les conditions insatisfaisantes qui existent dans les universités en cause et pour persuader le conseil et l'administration de ces établissements qu'ils ont le devoir de se conformer aux normes reconnues par l'ensemble de la communauté universitaire du Canada.

BOOKSHELF COIN DES LIVRES

No University Is an Island

→ FROM PAGE A7

As in Nelson's reading of the U.S., "competitiveness" appears to be the meagrely contextualized mantra everywhere in Canada, while co-operation is reduced to coerced partnership from its historically and currently empowering role in communities, societies and economies across the world. In line with such priorities, institutions that should be havens of critique in the democratic West act far more like neoliberal madrasas than most would readily admit.

Nelson takes academic freedom as key to the health of universities in the U.S. This distinctive doctrine developed in response to ongoing threats from church and state to independent inquiry and the unencumbered dissemination of its findings in classrooms, public fora, print and now mass media and new media. As a product of the European enlightenment, academic freedom from its inception affirms curiosity, reflection and communication as the lifeblood of the modern university.

Of course, ideas cross the Atlantic and other oceans although never without some degree of transformation en route. In the U.S. therefore, *Academic Freedom* does not function at the pleasure of bodies of scholars enjoying enhanced but uneven freedoms inside universities in exchange for keeping their noses out of the nation's political and theological business (to summarize brutally Kant's wonderfully adroit articulation of that tradeoff in *The Conflict of the Faculties*).

Nelson recognizes the different role played by boards of governors in American universities while he emphasizes a key distinction between appointees and employees. Still highly relevant today, this distinction was well captured in the American Association of University Professors 1915 Declaration of Principles where academic staff are understood as "appointees, but not in any proper sense the employees, of the [trustees]. For, once appointed, the scholar has professional functions to perform in which the appointing authorities have neither competency nor moral right to intervene... the relationship of professor to trustees may be compared to that between judges of the federal court and the executive who appoints them." (292, 5; cited in Nelson p. 3) This remains the fundamental support of what Nelson terms the "three-legged stool of academic freedom, shared governance and tenure." (p. 31)

The rest of his book unpacks the complications of the "appointments" in question, the implications of the shift from professorial to professional functions, and the rise of academic unionism in response to academic administrators' and trustees' ever more eager emulation of the ways of big business.

From this account, academic unions and AAUP emerge as the best counter to a growing crisis in shared governance and violations of academic freedom, whether brazen or discreet, that aim to defend the institutional brand or, in the wake of ample embarrassment incurred by Big Brander and the Logo Cops, efforts at institutional "positioning" which will have us implanted with academic GPSs any day now so we can more obsessively monitor where we stand in "the darkening groves of academe," (p. 15) especially if we function outside "signature" programs where the strobe lights play and the hype makes most of us cringe or gag.

Nelson expertly documents the interdependency of academic freedom, effective collegial governance and the job security that nourishes the intellectual independence essential to good scholarship and research, and also to teaching and community engagement. But doing our job as academics is an increasingly fraught endeavour. Horror stories abound behind the high-profile challenges associated with Ward Churchill at the University of Colorado, Baccane College in Oklahoma, or the severely purged universities of New Orleans after Hurricane Katrina.

But there is perhaps more to be learned from everyday abuses than from the most egregious ones. And Nelson rightly identifies the casualization of academic labour as perhaps the greatest injustice and one of the greatest threats to academic freedom and the ongoing health of American universities — second in rank after "instrumentalization" in the list of 16 he offers in his witty and disarming second chapter. From this insight Nelson develops a searing indictment of "the many faculty simply hoping for the best" (p. 128) and a powerful case for collective bargaining as the only tool that "can restore shared governance to a campus where it has declined or can establish it for the first time." (p. 131)

Only by acting collectively, and on the basis of an inclusive, effectively intergenerational and cross-

disciplinary campus solidarity, can we also function with much needed independence and critical engagement within and beyond the universities that appoint and employ us.

Perhaps the most contentious chapter is the one dealing with the internal workings of AAUP, the organization in which Nelson has been intensely and productively active for much of his career and over which he has recently presided. This is not to say that until this point in his narrative he has been uncritically on the side of academic staff against academic management and conservative lobby groups. From the outset Nelson insists on academic freedom as both "a right and a burden for individual faculty members." (p. 7)

He argues the collective interest is grounded in the academic individual — not as possessive individualist or narrow careerist — but as someone who serves his or her discipline, students, institution and society. Only when she or he understands academic freedom as more than a guild privilege misprised or actively resented by outsiders, do the university and its scholars exercise appropriate forms of interdependency with their multiple constituencies. This point is well argued, as is the need for disciplinary and professional norms, and their regular review by those who are guided and enabled by them.

But the attack on the staff of AAUP would, I think, have been better confined to meetings of the association. In this chapter an overdetermined and errant animus plays unforgivingly on people and practices that are imperfect but scarcely deserving of the treatment to which Nelson subjects them.

Here, intentionally and unintentionally, Nelson gives ammunition to the enemies of unionization in all its forms, and this at a time when the stock of organized labour in the U.S. is alarmingly low. What is the point in playing the implacable tribune in this way? Why take such deliberate aim and shoot the wild duck directly over the tailings pond? Is it out of some naïve sense of a need for so-called balance? How does such telling of stories out of school fit into a "politics of struggle"?

This chapter does a disservice to AAUP and to the work of a courageous and gifted contrarian. It is one part of a fine book that does not apply in Canada. Here, CAUT's staff evince a collegiality, efficiency, initiative and resolve which, while not to the liking of all, inside or beyond its membership, I and many colleagues across the country find both reassuring and inspiring.

Without CAUT, all that is solidarity melts into air while minds succumb to minders, an outcome damaging not only to all Canadians but also to the many beneficiaries across the world of unexploitative internationalism. Let's not go there. ■

Len Findlay is an English professor and director of the Humanities Research Unit at the University of Saskatchewan.

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CARRIÈRES

SECTION B

A

■ ACCOUNTING – University of Waterloo. The University of Waterloo invites applications for full-time or tenure-track positions in Accounting, for appointments beginning 2010. Rank and field are open, but we especially welcome applicants with teaching interests in auditing. Candidates for a tenure position should have established reputations for high-quality research and teaching, and an interest in contributing to our PhD program. Candidates for Assistant Professor should have a completed or a nearly completed PhD, and should demonstrate the potential for high-quality research and teaching. The School of Accounting and Finance is entering an exciting period of growth, in which we will add 16 new faculty members over four years. In 2009, we added over 50,000 square feet of new classrooms and offices. We offer a stimulating environment for research and teaching, and promote intellectual curiosity and growth. The School's award-winning faculty includes active researchers using archival, experimental and analytical techniques to study a broad spectrum of accounting and finance issues. Our faculty serve on the editorial boards of leading scholarly journals. The School's collaborative environment encourages faculty members to help each other reach their maximum potential. Our highly regarded and unique undergraduate and graduate programs attract top students from Ontario and across Canada. For details about our faculty and programs, please visit: <http://sa.uwaterloo.ca>. The University of Waterloo consistently ranks as a leading comprehensive university in Canada and an innovation in education and research. It is located in Waterloo, Canada (designated as the 2007 Intelligent Community of the Year by the Intelligent Community Forum), a one-hour drive from Toronto, Canada's financial and cultural capital. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. Canadian citizens and permanent residents receive priority. To apply, interested candidates are required to include a curriculum vitae and a research sample to complete an online application at: <https://artsonline.uwaterloo.ca/OFAS/SAF/>. Referees please send reference letters separately to hr@uwaterloo.ca. Review of applications will continue until the positions are filled.

■ ACCOUNTING/FINANCE – University of the Fraser Valley. Located in the heart of BC's Fraser Valley, the University of the Fraser Valley, with over 14,000 students pursuing more than 80 degrees, diploma and certificate programs, is committed to teaching excellence. UVF is a multi-campus institution and according to the Globe and Mail's annual Canadian University Report was at the top of the list in the small universities category, earning an A grade in most satisfied students, quality of education, and teaching, and an A+ in student-faculty interaction and class size. UVF is looking for a faculty member to teach upper and lower level courses in both Accounting and Finance within the Business Administration program. In addition, there is an expectation that faculty will actively participate in the development and promotion of the program within UVF and the broader community. Payment of faculty in university and community service is one of the institution's three-fold goals of teaching, scholarship and service. The successful candidate will have either a PhD (preferred) or Masters degree (required) in a relevant discipline as well as a professional Accounting designation (CA, CGA, or CMA). A professional finance designation such as CFA or CFP will be an asset, as will be evidence of past and current scholarly activity. Candidates must also provide evidence of teaching excellence (at an accredited university or college) and related industry experience. Applicants should send a letter of application and curriculum vitae and arrange for three letters of reference to be sent under separate cover by the closing date. The Selection Advisory Committee will begin reviewing applications on March 31, 2010, however, the position will remain open until filled. Direct curriculum vitae or resume including evidence of appropriate qualifications, referring to POSTING 2010D07: Employee Services, University of the Fraser Valley, 33844 King Road, Abbotsford, BC,

Canada V2S 7M8. Tel: (604) 854-4554. Fax: (604) 854-1538. Website: www.uvfu.ca. Email resumes to: eninfo@uvfu.ca. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. In an effort to be both environmentally and fiscally responsible, UVF will contact only candidates receiving an interview. We thank all applicants for considering UVF for employment. UVF is committed to the principle of equity in employment.

■ APPLIED HEALTH SCIENCES – University of Waterloo. The Popel Centre for Population Health Impact is seeking to expand its scientific team, building on 30 years of experience in impact-oriented science. Popel is a partnership between the Canadian Cancer Society (CCS) and the University of Waterloo (UW). At the Popel hub in Waterloo,

Ontario, our team of more than 40 scientists and staff conducts solution-oriented research, evaluation and knowledge exchange to accelerate improvements in the health of populations. Our initial content priorities are tobacco control; youth health; active living and healthy eating; and quality of life for people affected by cancer. Further information about the Centre can be found at: www.popel.uwaterloo.ca. As a Scientist, reporting to the Executive Director and working as a member of the scientific team, you will initiate, lead and/or support the development of publications, research grants and contracts for projects/topics aligned with Popel's mission. Prospective candidates must have a PhD in a relevant field (health, social sciences or other related area) and

content knowledge in research, evaluation, and knowledge exchange relevant to population interventions, or an equivalent combination of directly related education and experience. We are seeking scientists who possess an understanding of the population and public health system in Canada and have a flair for linking evidence and action. Established relationships in the field would be an asset. The successful candidate(s) will be appointed as a research faculty member in Applied Health Sciences at the University of Waterloo, with the opportunity for cross appointments, at an appropriate level depending on your experience (e.g. Assistant, Associate Professor), to appropriate UW departments. The initial appointment will be for a 3 year term, with the possibility of renewal. Salary range will be commensurate with qualifications and experience. Interested candidates should submit a cover letter and curriculum vitae by mail or email to: Katherine Marchand, Director, Planning and Operations, Popel Centre for Population Health Impact, Lyle S. Hallman Institute, University of Waterloo, 200 University Ave W., Waterloo, ON, N2L 3G1 or kathmar@uwaterloo.ca. This position(s) will remain vacant until suitable candidate(s) found. All qualified candidates are encouraged to apply, however Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

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Closing dates to place, change, renew, or cancel your advertising material in the printed *CAUT Bulletin* are listed below. Ad placement closing dates are also the materials due dates. Copy changes, art changes, cancellations, late postings or renewals will generally not be accepted after an ad closing date, and none should be presumed executed without acknowledgment from the *Bulletin*.

Les dates de tombée pour réserver, modifier, renouveler ou annuler une annonce à publier dans le *Bulletin de l'ACPPU* sont indiquées ci-dessous. Les dates de tombée des annonces sont aussi les dates de soumission du texte publicitaire. De façon générale, la rédaction du *Bulletin* n'acceptera pas les modifications au texte et aux illustrations, les annulations, les renouvellements ni le matériel soumis en retard après la date limite des annonces. Il ne peut être présumé que l'une ou l'autre de ces requêtes a été exécutée sans la confirmation expresse de la rédaction du *Bulletin*.

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September 2009 septembre	August 05 août 2009	August 27 août 2009
October 2009 octobre	September 02 septembre 2009	September 24 septembre 2009
November 2009 novembre	October 07 octobre 2009	October 29 octobre 2009
December 2009 décembre	November 04 novembre 2009	November 26 novembre 2009
January 2010 janvier	December 02 décembre 2009	December 31 décembre 2009
February 2010 février	January 06 janvier 2010	January 28 janvier 2010
March 2010 mars	February 03 février 2010	February 25 février 2010
April 2010 avril	March 03 mars 2010	March 25 mars 2010
May 2010 mai	April 07 avril 2010	April 29 avril 2010
June 2010 juin	May 05 mai 2010	May 27 mai 2010

Advertising Rates (Section B)

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¹¹ 4-colour & position charges commissionable.	

Publisher's Statement

The *CAUT Bulletin* will not accept advertisements from for-profit post-secondary institutions or job advertisements restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons. The *CAUT Policy Statement on Academic Freedom* (www.caut.ca/pages.asp?page=247&lang=1) contains fundamental statements of principle which reflect key priorities of this organization. The *CAUT Bulletin* thereby reserves the right to refuse advertisements from any post-secondary institution where such advertisement or practice of the institution appears to demonstrate an intention to restrict (or has in fact restricted) academic freedom.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom, and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the American Association of University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at institutions outside of Canada. CAUT publishes a list of colleges and universities censured by AAUP twice a year. Further information about these censures can be obtained by writing to AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900 or visit www.aaup.org.

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¹ Les tarifs de cette catégorie s'appliquent aux annonces autres que les offres d'emploi (p. ex. logement, diagnostics, conférences, événements).	
AUTRES FRAIS	
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Le *Bulletin de l'ACPPU* n'accepte ni les publicités des établissements post-secondaires à but lucratif ni les offres d'emploi qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles ne soient conformes à la Loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédaction du *Bulletin* une déclaration énonçant ces raisons. L'énoncé des principes fondamentaux de l'ACPPU sur la liberté académique (www.acppu.ca/pages.asp?page=247&lang=2) reflète les priorités clés de cette organisation. Le comité de rédaction du *Bulletin de l'ACPPU* se réserve donc le droit de refuser de publier les annonces d'un établissement post-secondaire dans le cas où la teneur de ces annonces ou les pratiques de cet établissement démontrent l'existence d'une intention de restreindre la liberté académique (ou restreignent en fait celle-ci).

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté académique et son degré de protection peuvent varier d'un pays à l'autre. À l'exception des États-Unis, où l'American Association of University Professors enquête sur des prétendues violations de la liberté académique, il n'existe aucune méthode rigoureuse permettant de vérifier la situation de la liberté académique dans les établissements post-secondaires étrangers. Deux fois par année, l'ACPPU publie une liste des collèges et des universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, priez d'écrire à l'AAUP, 500-1012 14th St. N.W., Washington, DC 20005-3465; tel: (202) 737-5900, ou de visiter www.aaup.org.

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B9 Accommodations

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Ottawa (Ontario)
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CAREERS CARRIÈRES



David F. Sobeys Chair of Business

The David F. Sobeys Chair of Business was established in 2005 with an endowment from Dr. David F. Sobeys, C.M., Chairman Emeritus of Sobeys Inc. of Stellarton, Nova Scotia. The Sobeys School of Business seeks a senior scholar with an international reputation and significant record of research in the area of entrepreneurial studies or merchandising/retail management. The appointment will be at the rank of associate or full professor and begin July 1, 2010 or January 1, 2011 for a three-year period, subject to renewal.

Applicants should have a PhD in business or a related field, a proven track record of working effectively with colleagues and students and an active program of research. The Sobeys Chair will be expected to collaborate with faculty, teach in our AACSB accredited programs, conduct research with theoretical/practical significance, and create opportunities for interaction with the business community and with scholars at other universities.

With 70 full-time faculty and an enrollment of approximately 2,500 students in Bachelor of Commerce, MBA, Executive MBA, Master of Finance, Master of Management (Cooperatives and Credit Unions) and PhD (management) programs, Saint Mary's University is the largest business program in Atlantic Canada. The Sobeys School of

Business is housed in a modern facility, fully compatible with the latest advances in information technology. In addition to being nationally known for its excellence in undergraduate teaching, the School has established an outstanding research record and a reputation for its international outreach. The University is committed to excellence in both teaching and research that benefits communities in Atlantic Canada and internationally.

Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity. Applicants should submit a letter of application, curriculum vitae, and the names and contact information of three references to: Office of the Dean, Sobeys School of Business, Saint Mary's University, 923 Robt Street, Halifax, Nova Scotia, B3H 3C3, or by email to dean.businessschool@smu.ca.

Consideration of candidates will begin March 15, 2010 and continue to be accepted until the position is filled.

www.sobeys.smu.ca



B

BIOLOGY – University of British Columbia

The Department of Zoology at the University of British Columbia (Vancouver, Canada) is seeking candidates to fill a tenure-track instructor position to coordinate and teach the laboratory portions of courses in Vertebrate Structure and Function and Comparative Invertebrate Zoology. Successful candidates will demonstrate (1) evidence of outstanding teaching, (2) a high level of expertise in the subject areas, and (3) the ability to contribute to ongoing course redevelopment. Teaching experience in comparative zoology (e.g., comparative anatomy, animal diversity, evolutionary morphology, phylogenetics, and marine biology) and a PhD in a relevant area of biology or a combination of qualifications and experience is required. The duties of the position include coordinating and teaching the laboratory portions of two long-term courses (approximately 250 student courses in "Vertebrate Structure and Function" and "Comparative Invertebrate Zoology"), contributing to course redevelopment, and to the training and supervision of graduate student teaching assistants. There are also opportunities to work in collaboration with the Carl Wieman Science Education Initiative (www.cwsei.ubc.ca). Interested candidates should submit a letter of application, a curriculum vitae, a statement of teaching philosophy, an outline of teaching interests, evidence of teaching effectiveness, and the names and contact information for at least three individuals who would be willing to provide letters of reference. An explicit outline of the courses taught, the year in which each course was taught, course class size, and student evaluations should be included in the application. Candidates are particularly encouraged to highlight previous experience in fostering the education of students from diverse backgrounds. Please apply on-line to: http://hr.ubc.ca/careers/faculty_postings.html.

Questions may be sent to jobs@zoology.ubc.ca. The closing date for applications is February 28, 2010, with appointments anticipated to begin by September 1, 2010. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply however, priority will be given to Canadian citizens and permanent residents of Canada.

C

CARDIOLOGIE – Université McGill

Le Département de médecine de l'Université McGill à l'Hôpital Général Juit, un hôpital d'enseignement de l'Université McGill, qui dispose de 637 lits et qui dispense des soins ultra-spécialisés, lance un appel aux candidats pour combler le poste de professeur adjoint ou professeur agrégé en vue d'établir un programme en génétique des maladies cardiovasculaires. Les postulants doivent avoir une expertise en génétique et l'imagerie multimodale (l'imagerie par résonance magnétique (IRM) et la tomographie par émission de positons (TEP)). Ils doivent être titulaires d'un certificat de spécialisation du Collège royal des médecins (ou l'équivalent) et doivent également détenir un doctorat dans un domaine de recherche translationnelle ou son équivalent. En plus d'être expérimentés en pratique clinique à un hôpital universitaire, les postulants doivent posséder des compétences cliniques importantes ainsi que des aspects de gestion hospitalière. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens ainsi qu'aux résidents permanents. L'Université McGill soutient à la diversité et à l'équité en matière d'emploi. Elle accueille favorablement les demandes d'emploi des personnes autochtones, des minorités visibles, des minorités ethniques, des personnes handicapées, des femmes, des

Royal Military College of Canada

Faculty Position in Nuclear Science or Nuclear Engineering

The Department of Chemistry and Chemical Engineering at the Royal Military College of Canada in Kingston, Ontario, invites applications for a tenure track position at the level of Senior Associate Professor or Professor for an appropriately qualified candidate. The Department desires applicants with a doctorate from a recognized university in science or engineering and who have experience in nuclear science or engineering. The candidate is expected to teach at the graduate or undergraduate levels. The candidate must be able to establish and maintain an independent and competitively funded creative research programme and supervise graduate students. The successful candidate is expected to lead research in nuclear science or engineering focusing on the university's SLOWPOKE-2 nuclear reactor.

The Department is involved in research funded by national granting councils, other government agencies and industrial partnerships at an average annual level of \$15 M for the period 2003-08. More information on the Department can be found at: www.mcc.ca/aca/ccce-cgc/index-eng.asp

Current research activity in the nuclear field within the Department of Chemistry & Chemical Engineering includes: neutron activation analysis, non-destructive evaluation (neutron beam tube), radioisotope production, nuclear counter terrorism, radiological contamination and remediation, nuclear waste management, nuclear fuel engineering, nuclear fuel management, nuclear reactor materials, novel techniques of radiation dosimetry, reactor instrumentation and control, and nuclear reactor design. Plans are underway to develop neutron tomography and enhanced radiochemistry capabilities. The SLOWPOKE-2 Facility is licensed by the CNSC and, because it is a component of a forensic laboratory, is accredited by the Canadian Analytical Laboratory Association.

Industrial, research or academic experience in the nuclear field is required. Candidates with expertise with SLOWPOKE-2 reactors are especially welcomed. The candidate is expected to supervise MSc, MSc and PhD graduate students and professional/technical research staff.

Kingston is a beautiful historic city on the shores of Lake Ontario, easily accessible from Toronto, Ottawa and Montreal, at the head of the St. Lawrence River and at the start of the Thousand Islands, with diverse and eclectic offerings of music, art, history, theatre, sports and live entertainment that create a unique cultural environment. Kingston has been designated as an official bilingual city by the Government of Ontario. The Rideau Canal system linking Kingston and Ottawa has been designated as a World Heritage Site by UNESCO.

For 2008/09 for an Associate Professor, the salary is up to \$108,150 per annum plus an annual Terminable Allowance; for a Professor, the salary is up to \$129,401 plus an annual Terminable Allowance. The starting salary will be in accordance with professional qualifications and experience. The expected starting time for the position is the late spring of 2010. The closing date for the competition is 31 March 2010.

Candidates with questions about the position may contact Dr. Ron Weir by phone at 613-541-5010 ext 6612 or by email at weir-r@rmc.ca.

Interested candidates must submit the following: (i) their curriculum vitae showing their qualifications for the position, including publications and teaching experience, (ii) a statement of current citizenship status, (iii) proof of education, (iv) a one or two page proposal outlining their intended research and (v) the names and addresses of three references to:

Julie Brown
Process number: 09-DND-EA-KGSTN-334727
Civilian Human Resources Service Centre
CFB Kingston
PO Box 17000 Station Forces
11 Mercury Crescent,
Kingston, ON K7K 7B4
613-541-5010 ext 2244
Resume.Kingston@forces.gc.ca

The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. In accordance with the Public Service Employment Act, preference must be given to Canadian citizens, however applicants from outside Canada will be considered. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. For further information, you may consult the Canadian Information Centre for International Credentials at www.cmc.ca/cicci/.

Le Collège militaire royal du Canada est une institution bilingue dont les étudiants sont des femmes et des hommes, et la présente offre d'emploi s'adresse aussi bien aux femmes qu'aux hommes. Selon les règlements de l'Acte de l'Emploi de la Fonction Publique, on doit accorder la préférence aux citoyens canadiens, cependant, on considérera les candidatures provenant de l'étranger du Canada. Les candidats dont les diplômes et les relevés de notes proviennent de pays étrangers doivent fournir des preuves d'équivalence canadienne. Vous pouvez consulter le Centre d'Information Canadien sur les Diplômes Internationaux à l'adresse internet suivante: www.cmc.ca/cicci/ pour obtenir de plus amples informations.

Collège militaire royal du Canada

Poste de professeur en Science ou génie nucléaires

Le Département de chimie et de génie chimique du Collège militaire royal du Canada de Kingston, Ontario, invite les candidatures à un poste menant à la permanence au niveau de professeur agrégé senior ou de professeur titulaire par des candidats ou candidates dûment qualifiés.

Le Département désire des candidats ou candidates ayant obtenu un diplôme de doctorat en science ou en génie d'une université reconnue et qui ont acquis une vaste expérience en science ou en génie. Le candidat ou la candidate doit s'attendre à devoir enseigner tant au niveau des cycles supérieurs qu'au niveau du premier cycle. Le candidat ou la candidate doit être capable d'établir et de maintenir un programme de recherche innovateur et pouvant recevoir du financement via les programmes d'octrois compétitifs. Il ou elle doit s'attendre à diriger un ou des projets de recherche en science ou génie nucléaires basés sur le réacteur nucléaire SLOWPOKE-2 de l'Université. Le Département est impliqué dans des programmes de recherche financés par les organismes nationaux d'octroi de recherche, par d'autres organismes gouvernementaux et par des partenariats industriels à un niveau de \$15M pour la période de 2003 à 2008. On pourra trouver plus de renseignements sur le Département au site internet suivant: www.mcc-cmc-forces.gc.ca/aca/ccce-cgc/index-fra.asp. Les domaines de recherche présentement actifs en génie nucléaire incluent les suivants: analyse par activation neutronique, évaluation non-destructive (tube à faisceau neutronique), production de radioisotopes, mesures contre le terrorisme nucléaire, contamination et restauration radiologiques, gestion des déchets nucléaires, génie des combustibles nucléaires, gestion du combustible nucléaire, matériaux des réacteurs nucléaires, techniques innovatrices en dosimétrie des rayonnements, instrumentation et contrôle des réacteurs, et design de réacteurs nucléaires. Les travaux sont en cours pour le développement d'installations pour la tomographie neutronique et la radiochimie avancée. Le Laboratoire SLOWPOKE-2 possède une Licence émise par la CCN et, parce qu'il est une composante d'un laboratoire d'analyse légale, il est accrédité par la "Canadian Analytical Laboratory Association". De l'expérience industrielle, en recherche ou académique, dans le domaine du nucléaire est requise. Les candidats et candidates possédant de l'expertise avec le réacteur nucléaire SLOWPOKE-2 sont spécialement recherchés.

Le candidat ou la candidate doit s'attendre à avoir à diriger des étudiants de cycles supérieurs en MScA, MSc ou au PhD, en plus de superviser des membres du personnel de recherche professionnelle/technique. Kingston est une splendide ville historique sur les rives du lac Ontario, d'accès facile de Toronto, Ottawa et Montréal, à la décharge du lac Ontario dans le fleuve Saint-Laurent et au début des Mille Îles, et est dotée d'un ensemble éclectique d'activités en musique, art, histoire, théâtre, sports et spectacles divers, ce qui crée un environnement culturel unique. Kingston a été désignée comme ville officiellement bilingue par le Gouvernement de l'Ontario. Le système du canal Rideau qui relie Kingston et Ottawa a été désigné comme l'un des sites du patrimoine mondial par l'UNESCO. Au niveau de Professeur Agrégé et pour l'année 2008/2009, le salaire annuel maximum était de \$108,150, et, pour un Professeur Titulaire, le salaire maximal était de \$129,401. Ces salaires sont en plus d'une allocation terminable annuelle. Le salaire initial sera selon les qualifications professionnelles et l'expérience. On s'attend à ce que l'emploi débute à la fin du printemps de 2010. La date limite pour soumettre les candidatures pour cette compétition est le 31 mars 2010. Les personnes intéressées qui ont des questions sur ce poste sont invitées à communiquer avec le Dr. Ron Weir par téléphone au 613-541-5010 poste 6612 ou par courriel à l'adresse suivante: weir-r@rmc.ca. Les candidats et candidates intéressés doivent envoyer les items suivants: (i) leur curriculum vitae montrant leurs qualifications pour le poste, incluant leurs publications et expérience en enseignement pertinent, (ii) un énoncé du statut de citoyen/né(e) présent(e), (iii) des preuves de l'éducation académique reçue, (iv) un texte d'une ou de deux pages décrivant une proposition de recherche qui les intéresse et, (v), les noms les adresses de trois personnes pouvant servir de références, à:

Mme Julie Brown
Numéro de procédure: 09-DND-EA-KGSTN-334727
Bureau des Ressources Humaines Civiles
Base des Forces Canadiennes de Kingston
C.P. 17000, Succursale Forces
11 Mercury Crescent, Kingston, ON K7K 7B4
613-541-5010, poste 2244 | Resume.Kingston@forces.gc.ca



CAREERS CARRIÈRES

www.yorku.ca/acadjobs

personnes de toutes orientations et identités sexuelles et d'autres personnes qui pourraient contribuer à une plus grande diversité. La date limite pour la réception des candidatures est le 15 avril 2010. Les personnes intéressées sont priées de faire parvenir leur lettre de demande, leur curriculum vitae ainsi que les noms et adresses de trois personnes pouvant fournir des références au Dr. Ernesto L. Schiffrin, Président, Comité pour la recherche et la sélection Hôpital Général, 717 3755 Chemin de la Côte-St-Catherine, Bureau B-127, Montréal, Québec, H3T 1C2.

■ **CARDIOLOGY** – McGill University. The McGill University Department of Medicine and the Jewish General Hospital, a 637 bed McGill University Teaching Hospital, are planning to establish a program in genetics of cardiac valvular disease. The Department of Medicine/Division of Cardiology are inviting applications for a position at the Assistant or Associate Professor level. Potential candidates should have expertise in genetics as well as multimodality imaging (ultra-sound, specialized cardiac ultrasound, cardiac MRI and cardiac CT). The candidates should be Royal College certified (or equivalent) and hold a PhD in an area of translational research or equivalent. Potential candidates should have significant academic experience in teaching hospitals, strong clinical credentials as well as solid leadership ability. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of minority sexual orientations and gender identities and others who may contribute to further diversification. Deadline for applications: April 15, 2010. Interested candidates should submit a letter of application, CV and the names and addresses of 3 referees: Dr. Ernesto L. Schiffrin, Chair, Search and Selection Committee, Jewish General Hospital, 3755 Côte-St-Catherine Road, Suite B-127, Montreal, Quebec H3T 1C2.

■ **CARDIOVASCULAR PHYSIOLOGY** – Simon Fraser University. A faculty position in Cardiovascular Physiology is available in the Department of Biomedical Physiology and Kinesiology at Simon Fraser University. The successful candidate will be expected to engage in both independent and collaborative research within this area and to teach physiology courses within the department. The preferred candidate will develop a strong program of research investigating cardiovascular function and pathology using molecular tools and models allowing for genetic manipulation to understand these processes at an integrated systems level. The Department of Biomedical Physiology and Kinesiology (<http://www.sfu.ca/bpk/>) has over 25 faculty members, is committed to excellence in research and teaching, and has outstanding research facilities. Our research encompasses the study of physiology, movement, and human health. Excellent research facilities support collaborative research within our Department and across the University. The Department is located at the Burnaby Mountain campus of Simon Fraser University in Metro Vancouver, BC, consistently one of the top-ranked universities in Canada. The Vancouver area is renowned as one of the most desirable places to live and work. The undergraduate and graduate programs in our Department include core and elective courses in cardiovascular physiology. The candidate will be expected to make a commitment to participate in teaching these courses and in the supervision of graduate students. Our undergraduate teaching program includes two distinct undergraduate majors: Kinesiology and Biomedical Physiology. We also have well-established graduate programs at the M.Sc. and Ph.D. levels, with particular strengths in Cardiovascular Physiology, Neurophysiology, Chronic Diseases, and Environmental Physiology, and Neuroscience. Our current cardiovascular physiology research program is well-known for its diversity and scientific excellence, ranging from molecular to population studies. Areas of research include congenital heart diseases such as dysfunction of cardiac ion channels and contractile proteins, autonomic cardiovascular control, cardiac rehabilitation, and the effects of obesity and diabetes on cardiovascular health. The Search Committee welcomes applications from candidates who are interested in research focus that bridges molecular and systems level approaches to cardiovascular physiology. The Search Committee will begin considering applications on June 1st, 2010 and will accept applications until the position is filled. The anticipated start date is January 1, 2011. Applicants should send a letter summarizing research contributions and goals in research and teaching, curriculum vitae, copies of three journal articles that are most representative of the applicant's research, and the name and contact information for three references to: Dr. Peter Ruben, Chair, Department of Biomedical Physiology and Kinesiology, Simon Fraser University, Burnaby, BC, V5A 1S6, Canada. Simon Fraser University is committed to employment equity and welcomes applications from all qualified men and women. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. All appointments are subject to funding. Please note that under the University Act personal information that is required by the University for academic appointment consideration will be collected. For further details see: http://www.sfu.ca/vpacademic/Faculty_Openings/Collection_Notice.html.

■ **CHEMICAL ENGINEERING** – University of Waterloo. The Department of Chemical Engineering at the University of Waterloo invites applications from outstanding candidates for a tenure track position at the level of Assistant Professor in the area of computational fluid dynamics, modelling of multi-scale systems or process control. All applicants must demonstrate excellent research potential as well as strong undergraduate teaching interest and ability. The successful applicant will assume a normal teaching load and will be expected to teach a range of undergraduate and graduate courses in chemical engineering. He/She is also expected to contribute to the teaching and supervision of graduate students. Candidates are expected to become eligible for Professional Engineering Registration in Ontario. The Department currently has 34 full-time faculty members conducting research in the following seven theme areas: Biochemical and Biomedical Engineering; Inter-

York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

Since its founding in 1959, York has continued to grow, innovate and evolve. Now Canada's third-largest university, York has a student population of 51,000, and an alumni community of more than 190,000. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. York delivers programs through 10 faculties, including the Faculty of Health, and has 22 research centres and institutes.

Faculty of Health

FULL-TIME TENURE-TRACK POSITIONS

CHAIR, SCHOOL OF KINESIOLOGY AND HEALTH SCIENCE

Applications are invited for a full-time tenure-track position, at the Associate or Full Professor level, commencing July 1, 2010, subject to budgetary approval. The successful candidate will hold the position of Chair of the School of Kinesiology and Health Science for a five-year term, with the possibility of renewal. This is a unique opportunity to be part of the leadership team building a world-leading Faculty that will accelerate the knowledge and practice for promoting physical activity and health – locally and globally.

The School of Kinesiology and Health Science is one of the founding units of the new Faculty of Health. Its vision is to be Canada's leading academic centre for knowledge creation, integration, and dissemination about physical activity and its importance for human health, health science, and society. The School has an international reputation for the quality of its research and graduate and undergraduate education programs. The School, with a faculty complement of 42 full-time and 40 part-time, has approximately 2,700 undergraduate students in the Honours-only BA or B.Sc. program, and 150 graduate students in the MA, M.Sc., M.F.Sc. and PhD programs. Also, the School is the home of the Sport and Recreation programs (www.sport.yorku.ca/), which operate independently under the auspices of the Director of Sport and Recreation. Further information about the Faculty and the School can be obtained at www.health.yorku.ca and www.health.yorku.ca/kine.

The Chair will work with colleagues, other Chairs and the Dean in the Faculty of Health in the strategic planning and development of innovative programs. A major priority of York University's Academic Plan is to expand research and graduate education.

Applicants should have extensive academic leadership and administrative experience, an internationally recognized research record, and a passion for teaching, with broad experience. A

doctoral degree (PhD or equivalent) is required. The successful candidate must be eligible for prompt appointment to the Faculty of Graduate Studies.

Applicants are requested to submit a curriculum vitae, a statement about their fit with the School's current vision and challenges facing the field, an outline of leadership and administrative experience and accomplishments, a statement of research and teaching interests and relevant reprints, and arrange to have three signed letters of reference sent to: Chair, Search Committee, School of Kinesiology and Health Science, Bethune College 333, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416.736.5774. E-mail: kinchair@yorku.ca. The deadline for applications is April 1, 2010 or until the position is filled.

DIRECTOR, SCHOOL OF NURSING

Applications are invited for a full-time tenure-track position, at the Associate or Full Professor level, commencing January 1, 2011, subject to budgetary approval. The successful candidate will hold the position of Director of the School of Nursing for a five-year term, with the possibility of renewal.

This is a unique opportunity to advance an innovative School that will accelerate the knowledge and practice for promoting health and nursing care – locally, nationally and globally. The School has three undergraduate BScN programs and an online MSN. Initial planning for a doctoral program in Nursing is underway. Our rapidly expanding, internationally recognized programs offer an innovative curriculum founded in nursing science. Further information about the Faculty and the School can be obtained at www.health.yorku.ca and www.health.yorku.ca/nurs.

The role of the Director is to foster an environment in which education, research and service can flourish, while advocating for the School's interests in all aspects of university affairs. The Director will work with colleagues, other Chairs and the Dean

in the Faculty of Health in the strategic planning and development of innovative programs. A major priority of York University's Academic Plan is to expand research and graduate education. On behalf of the Dean, the Director will provide leadership in all undergraduate, graduate and continuing professional development programs, and, in a collegial process, develop and promote hiring priorities and initiatives. Also, the Director will build new and innovative partnerships, and work with the Dean on securing key support resources for accomplishing the School's mission.

Applicants should have extensive academic leadership and administrative experience, an internationally recognized research record, and a passion for teaching, with broad experience. A doctoral degree (PhD or equivalent) is required, preferably in Nursing. Candidates registered with the College of Nurses of Ontario (CNO) must provide their registration number when applying. Candidates who are not registered in Ontario at the time of appointment will also be considered, with the expectation that they would become registered with the CNO within two years. The successful candidate must be eligible for prompt appointment to the Faculty of Graduate Studies.

Applicants are requested to submit a curriculum vitae, a vision statement about the School and challenges facing nursing and the health field, an outline of leadership and administrative experience and accomplishments, a statement of research and teaching interests and relevant reprints, and arrange to have three signed letters of reference sent to: Chair of Nursing Director Search Committee, School of Nursing, HNES 301, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: 416.736.5714. Tel: 416.736.5271. E-mail: nursjobs@yorku.ca. The deadline for applications is April 1, 2010 or until the position is filled.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK U
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CAREERS CARRIÈRES

facial Phenomena, Colloids and Porous media, Green Reaction Engineering, Nanotechnology, Process Control, Statistics and Optimization; Polymer Science and Engineering, and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 160 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 28,000 students, and is consistently ranked among the top comprehensive universities in Canada.

The scenic campus is part of the twin cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a clearly outlined research program, statement of teaching interests, names and full contact information for three referees should be sent to: Professor T.A. Duveer, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

■ CHEMICAL ENGINEERING (LECTURER) — University of Waterloo. The Department of Chemical Engineering invites applications from outstanding candidates for a three-year definite term position as a Lecturer. Applicants should hold a PhD in Chemical Engineering and be eligible for Professional Engineering registration in Ontario. All applicants must have a proven ability or excellent potential for outstanding teaching in chemical engineering. Industry experience would be considered an asset.

The successful applicant is expected to have excellent communication skills and be able to teach a wide variety of undergraduate chemical engineering subjects primarily in the first and second year. Following the University of Waterloo policy, at the conclusion of the three-year definite term, a continuing appointment as a Lecturer will be considered. The Department currently has 34 full-time faculty members conducting research in a wide range of themes areas. Strong research areas include: Chemical and Biomedical Engineering, Interfacial Phenomena, Colloids and Porous media, Green Reaction Engineering, Nanotechnology, Process Control, Statistics and Optimization; Polymer Science and Engineering, and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 160 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 28,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a statement of teaching interests and names and full contact information for three referees should be sent to: Professor T.A. Duveer, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

The successful applicant is expected to have excellent communication skills and be able to teach a wide variety of undergraduate chemical engineering subjects primarily in the first and second year. Following the University of Waterloo policy, at the conclusion of the three-year definite term, a continuing appointment as a Lecturer will be considered. The Department currently has 34 full-time faculty members conducting research in a wide range of themes areas. Strong research areas include: Chemical and Biomedical Engineering, Interfacial Phenomena, Colloids and Porous media, Green Reaction Engineering, Nanotechnology, Process Control, Statistics and Optimization; Polymer Science and Engineering, and Separation Processes. The department has a total annual enrolment of 500 undergraduate and over 160 graduate students making it one of the larger chemical engineering departments in North America. The University of Waterloo has over 28,000 students, and is consistently ranked among the top comprehensive universities in Canada. The scenic campus is part of the twin cities of Kitchener-Waterloo with a population of 300,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at www.uwaterloo.ca. Applications consisting of a curriculum vitae, a statement of teaching interests and names and full contact information for three referees should be sent to: Professor T.A. Duveer, Chair, Department of Chemical Engineering, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Applications will be received until the position is filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

tion should include a detailed curriculum vitae (including publication and evidence of capacity and impact), a description of research, teaching and professional interests, and a list of at least six references. Applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and persons from other groups, and others who may contribute to further diversification of ideas. All qualified candidates are encouraged to apply, however, Canadian and permanent residents will be given priority.

■ CLINICAL EPIDEMIOLOGY — Memorial University of Newfoundland. The Clinical Epidemiology Unit of the Discipline of Medicine, Memorial University is inviting applications for a tenure track position at the rank of Assistant or Associate Professor in Clinical Epidemiology. The primary academic interest of individuals applying for this position should be in the area of biostatistics. The appointment will be for a tenure track position and should be commensurate with qualifications and experience. The successful candidate will be expected to establish an independent research program, to participate in service activities. Candidates are expected to possess a PhD in Clinical Epidemiology with a demonstrated expertise in biostatistics, a PhD in biostatistics, or equivalent qualifications. Individuals who are currently in the later stages of their PhD training are also encouraged to apply. A completed earned doctorate (or equivalent) is required for the position to receive the rank of Assistant Professor and to be in a tenure-track position. If a successful candidate has not completed an earned doctorate (or equivalent) he/she shall be appointed to a regular, non-tenure-track position as an Assistant Professor at the rank of Assistant Professor. If the candidate completes all the requirements for the doctorate before the end of the 24 months of the term appointment, he/she shall begin a tenure-track appointment at the rank of Assistant Professor. The appointment package should be addressed to: Dr. Sean W. Murphy, Coordinator, Clinical Epidemiology, c/o Lisa Ferry, Secretary, Clinical Epidemiology, Faculty of Medicine, Memorial University of Newfoundland, Room 1753, Health Sciences Centre, 300 Prince Philip Drive, St. John's, NL A1B3X9. Applications can be submitted electronically to: clinical_epidemiology@mun.ca. The application package should include a cover letter highlighting qualifications and interests relating to this position, a curriculum vitae, contact details of three referees, and one sample of scholarly writing. Please quote reference number VPM-MED-2009-001. The closing date for applications is March 15, 2010. Appointment is expected to commence September 2010. Memorial University is the largest university in Atlantic Canada. As the province's only university, it has a long and proud history in the education and culture of the region. Memorial University is a large university in Atlantic Canada. As the province's only university, it has a long and proud history in the education and culture of the region.

College of Humanities and Social Sciences United Arab Emirates University

UAE University is the largest and most comprehensive federal university in the United Arab Emirates. It has some 13,000 students, 1,000 faculty members and offers well over 70 programs at all levels through ten Faculties, of which the College of Humanities and Social Sciences is the largest. The University is developing rapidly into a research-intensive, globally recognized institution, and has high expectations for the research capacity of its faculty members. English is the language of instruction. We are currently seeking faculty members in the following disciplines:

APPLICATION OF SOCIAL SCIENCES TO PUBLIC POLICY IN EDUCATION, HEALTH & ENERGY

(FULL-TIME RESEARCH FACULTY POSITIONS)

Since the influx of oil-generated wealth, the Gulf region has undergone rapid social change that permeates all aspects of life. In order to cope with the changes, governments in the UAE have identified priorities for public policy development in relation to health, education and energy.

UAE University is seeking to build a world-class cluster of expertise related to the formulation of public policies in health, education and energy, with a focus on the application of the social sciences to the formulation of effective public policies in a society informed by traditional values and practices. To that end, it is seeking highly-qualified, full-time research professors in **sociology, anthropology, ethnography, social psychology, and other disciplines** capable of understanding and assessing existing social values and practices and building on them to establish effective and efficient public policy initiatives in health, education and energy. The primary duties include continuing a very active research and public education agenda, focusing some of the research on local circumstances, and attracting, teaching and guiding doctoral students.

Minimum requirements: PhD from a reputable university; a record of first-rate research and publication; at least five years of teaching experience or full-time research experience in a university or research institution of good quality; academic and scholarly qualifications to be at least an associate professor in UAE University; the capacity to address issues leading to public policy alternatives; the capacity to attract and guide doctoral students; and a willingness to participate with other scholars in building a cluster of expertise in health-, energy- or education-related studies.

Applications and Inquiries: Address queries about the positions to Dr. Donald N. Baker, Dean of the College of Humanities and Social Sciences, at donald.baker@uae.ac.ae. University policy requires all applications to be completed on its website: www.uaejobs.com.

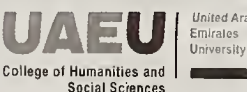
SOCIAL WORK

The Social Work department offers a BSW program and is currently developing an MSW program. The Department of Social Work is recruiting full-time faculty members for 2010–11 in the following fields:

- (1) **Social Policy** at Assistant, Associate or Full Professor rank.
- (2) **Social Work Practice** at Assistant and Associate Professor rank.

The University is becoming a research-intensive institution and has high expectations for the research capacity of faculty members. The Department offers an evidence-based approach to social work praxis. Its curriculum includes both a social policy/research sequence and a work experience (practicum) sequence. The Department is currently developing an MSW program. English is the university's language of instruction but most clients with whom students interact are Arabic speakers. Capacity in both English and Arabic is preferred for candidates for the position in social work practice.

Address queries about the positions to Dr. Robert Villa, Chair, Social Work, United Arab Emirates University, at rvilla@uae.ac.ae. University policy requires all applications to be completed on its website: www.uaejobs.com.



J.H. Stewart Reid Memorial Fellowship for 2010–2011 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship Trust was founded to honour the memory of the first executive secretary of CAUT.

Details:

- One fellowship in the amount of \$5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Award is for one year

Application Closing Date:
April 30, 2010

Fellowship eligibility criteria and
online application available at:
<http://stewartreid.caut.ca>

Bourse commémorative J.H. Stewart Reid pour études doctorales 2010-2011

La Fiducie de la Bourse commémorative J.H. Stewart Reid a été créée pour rappeler la mémoire du premier secrétaire général de l'ACPPU.

Détails:

- Une bourse d'études de 5 000 \$
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- Bourse d'une durée d'un an

Date limite de soumission des candidatures:
30 avril 2010

Les détails sur les critères d'admissibilité
ainsi que le formulaire de demande en direct
sont disponibles à l'adresse:
<http://stewartreid.caut.ca>

Canadian Association of University Teachers
Association canadienne des professeurs et professeurs d'université
2705, promenade Queensview Drive, Ottawa (Ontario) K2B 8K2
Email / Courriel: stewartreid@caut.ca



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CARRIÈRES

start date is July 1, 2010. The successful candidate must have an excellent research record, as judged by the strength of the application materials including the portfolio of publications and the facts developed during his or her PhD program, and post PhD career, if applicable. The application materials should also demonstrate that the candidate shows promise as an excellent teacher and has potential to become an innovative and independent researcher and a leader in his or her field. The ability of an applicant's research program to complement and extend the existing research strengths of the department will be an important factor in selection. Applicants for the position must submit a CV, a teaching statement, a research statement, and the names of at least three references. The teaching statement should include a record of teaching interests and experience. If you wish to apply, please follow the instructions at <http://www.cs.ubc.ca/career/faculty.html>. The website will remain open for submissions through the end of the day on March 14, 2010. The website may remain open past that date at the discretion of the Recruiting Committee. All applications submitted while the above website is open will be considered. UBC hires on the basis of merit. It is committed to an employment equity policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please visit our website for more information: <http://www.cs.ubc.ca/career/faculty.html>. To submit an application, please register at the submission site: <http://www.cs.ubc.ca/facultyrecruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

■ COMPUTER SCIENCE (OVERSEAS CHAIRS IN OFFICE SYSTEMS) – University of Waterloo. Applications are invited for one or two David R. Cheriton Chairs in Software Engineering. These senior positions include substantial research support and teaching reduction. Candidates with outstanding research records in office systems (very broadly defined) are encouraged to apply. Successful applicants who join the University of Waterloo will be expected to lead in research, have an active professional student program and contribute to the overall development of the School. A PhD in Computer Science, or equivalent, is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience, and appointments are expected to commence during the 2010 calendar year. The Chairs are tenured positions. With over 70 faculty members, the University of Waterloo's David R. Cheriton School of Computer Science is the largest computer science department in Canada. It enjoys an excellent reputation in pure and applied research and houses a diverse research program of international stature. Because of its recognized capabilities, the School attracts exceptionally well-qualified students at both undergraduate and graduate levels. In addition, the University has an enlightened intellectual property policy which vests rights in the inventor. This policy has encouraged the creation of many spin-off companies including Anywhere Solutions Inc., Maplesoft Inc., Open Text Corp and Research in Motion. Please visit our website for more information: <http://www.cs.uwaterloo.ca>. To submit an application, please register at the submission site: <http://www.cs.uwaterloo.ca/facultyrecruiting>. Once registered, instructions will be provided regarding how to submit your application. Applications will be considered as soon as possible after they are complete, and as long as positions are available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

■ ECONOMICS – Saint Mary's University. The Department of Economics in the Sobey School of Business at Saint Mary's University is seeking an outstanding candidate for a full-time, tenured position at the Lecturer or Assistant Professor rank. The appointment will commence in September 2010. Applications for the position should be submitted by March 15, 2010. The successful candidate will be expected to teach at the undergraduate level. The Department is particularly interested in individuals who can teach introductory and intermediate economics courses. All qualified candidates are encouraged to apply, however priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to employment equity and invites applications from qualified women and men, including those with disabilities. Applicants are requested to forward a letter of application and curriculum vitae, as well as the names and contact information for three references, to: Professor Martha Macdonald, Chair, Department of Economics, Sobey School of Business, Saint Mary's University, Halifax, NS, B3H 3C3, Canada or by email to: economic@smu.ns.ca. The review of candidates will begin 15th March 2010. Applications will continue to be accepted until the position is filled.

■ EDUCATION – Cape Breton University. Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism capital and home to the rich Celtic, Acadian, and Acadian culture. CBU has a reputation for small class sizes, strong community involvement, and strong internal and external research and teaching. The Department of Education at CBU invites applications for a tenure-track position in Education at the rank of Assistant Professor to commence May 2010, subject to budget approval. The successful candidate will teach at the elementary and secondary level and French at the secondary level. Responsibilities will include research, teaching, and community service and teaching during the spring/summer semester. Responsibilities may include teaching courses by distance. Assignment of teaching responsibilities at the graduate level may also be included. A PhD in Education (or prior completion) is expected. Candidates should also qualify for licensure within the Nova Scotia P-12 school system. Teaching experience at both the P-12 system and university level will be considered important as well. Applicants are expected to demonstrate potential and commitment with regard to teaching, research, and community service. All qualified candidates should send a letter of application quoting the reference number and curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three sample letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.athletics.ca. Website: www.cbu.ns.ca. Applications must be received by 4:00 p.m. on April 9, 2010. Email residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. All qualified candidates are encouraged to apply. However, Canadian citizens and permanent residents will be given priority.

expanding into new, RF-related areas including biomedical RF and microwave systems. A large area electronics with expertise in thin film technologies at both material and device levels and postgraduate research in applications. The ECE department is home to the Gigas-Nano Laboratory (<http://ece.uwaterloo.ca/~nec/>) and the Center for Integrated RF and Microwave Systems (<http://www.cimr.uwaterloo.ca>), both excellent fabrication and characterization facilities with state-of-the-art infrastructure. In addition to these existing facilities, the ECE department will also be an active partner of the Quantum Nano Centre (QNC), a new, \$30M teaching and research infrastructure to be completed by year 2010. Applicants should have earned a doctoral degree in Electrical Engineering/Engineering Physics, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international students, with an enrollment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, and Software Engineering (offered jointly with the David R. Cheriton School of Computer Science) are highly ranked in the world. The department is also a member of the Mechanical & Mechatronics Engineering and Systems Design Engineering, and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named "Canada's Most Innovative University" by the "Global Views" survey by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and names of at least three references to the Faculty Search Coordinator via the online system at <http://www.ece.uwaterloo.ca/facultyrecruiting>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply, however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ ELECTRICAL & COMPUTER ENGINEERING (SYSTEMS & CONTROL) – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for a tenure-track/tenured faculty position at the rank of Assistant, Associate, or, in very special cases, Full Professor in the areas of systems and control. The ideal candidate will combine a record of high quality research in systems and control with pertinent expertise in a related scientific discipline or an important application area. Applicants should have earned a doctoral degree in Electrical/Computer Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and is in the process of expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international students, with an enrollment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department enjoys an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000) in southwestern Ontario. The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a writing sample and three sample letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.athletics.ca. Website: www.cbu.ns.ca. Applications must be received by 4:00 p.m. on April 9, 2010. Email residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities.

■ ELECTRICAL & COMPUTER ENGINEERING (VLSI) – University of Waterloo. The Department of Electrical and Computer Engineering, University of Waterloo, invites applications for tenure-track/tenured faculty positions at the ranks of Assistant, Associate, or, in very special cases, Full Professor in the following areas: 1. Nano Electronic/Mechanical Systems leading to biotech and related medical applications. 2. Full spectrum of low-dimensional quantum structures leading to potential applications at the device level. 3. Radio Frequency Micro Electro Mechanical Systems (RF-MEMS)

with special interests in wireless communication VLSI circuits and systems, or circuits in emerging technologies. Applicants should have earned a doctoral degree in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline. All applicants must have a strong commitment to research and teaching. Salaries are competitive and are determined according to the successful applicant's accomplishments, experience and qualifications. The department currently has more than 75 faculty members and has planned on expanding to more than 90 faculty members, making it one of the largest ECE departments in Canada. The graduate programs of the department attract outstanding Canadian and international students, with an enrollment of more than 500 graduate students. The undergraduate programs in Computer Engineering, Electrical Engineering, Software Engineering (offered jointly with the David R. Cheriton School of Computer Science), Mechanical Engineering (offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. Researchers at the University of Waterloo benefit from close connections with the many high-technology

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(offered jointly with the Departments of Mechanical & Mechatronics Engineering and Systems Design Engineering), and Nanotechnology Engineering (offered jointly with the Departments of Chemistry and Chemical Engineering) draw the top students from across Canada. The department offers an outstanding research environment in two recently completed new buildings with world-class research laboratories. Researchers at the University of Waterloo benefit from close connections with the many high-technology



THE
UNIVERSITY OF
BRITISH
COLUMBIA

FACULTY OF
EDUCATION

Full-Time Instructor Without Review Department of Educational Studies

The Department of Educational Studies, Faculty of Education, UBC, invites applications for a one-year full-time position without review (tenure-track) with the possibility of renewal to a maximum of three years. This position is primarily situated in Educational Administration and Leadership and is expected to commence July 1, 2010. The appointment will be made at the instructor level.

The Department of Educational Studies is a multidisciplinary department concerned with the broad study of education as a lifelong pursuit, including research, instruction, and other contexts. The Department fulfills major commitments to both undergraduate and graduate programs in the Faculty of Education, enrolling large numbers of master's and doctoral students. Programs are committed both to meeting traditional needs and to developing innovative and integrated approaches to emerging issues in education. Department graduate programs include specializations in Adult and Higher Education, Educational Administration and Leadership, Society, Culture and Politics of Education, and Indigenous Education.

Applicants will have an earned doctoral degree, demonstrated excellence in teaching, a strong commitment to educational leadership development, familiarity with Canadian educational policy and pedagogical practices, and experience as educational administrators in K-12 schools. Preference will be given to applicants who have experience as educational administrators in K-12 schools and to applicants who are able to contribute to one or more of the other areas of specialization in the department. Salary is commensurate with qualifications and experience.

The successful applicant will be expected to (a) teach in both undergraduate and graduate programs coordinated by the Department, (b) supervise MEd projects, (c) help to initiate and manage off-campus cohort and on-campus programs, (d) create and manage a field experience component of the Educational Administration and Leadership program, and (e) facilitate connections with local school districts, provincial professional associations, and other educational groups in the province.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority. The position is subject to final budgetary approval, for positions funded from the general purpose operating fund.

Applications should include a letter indicating clearly the position being sought and outlining potential contributions to the Department, curriculum vitae, evidence of teaching excellence, a sample of scholarly work, and the names of three references, including academic and professional. The quality of teaching will be assessed as part of the selection process. The complete application package is to be sent to:

Professor Donald Fisher, Head
Department of Educational Studies
2125 Main Mall, University of British Columbia
Vancouver, BC, V6T 1Z4

The application deadline is May 3, 2010 or until the position is filled.

Two-for-One Deal

Recruit from two audience pools at once. Job ads with the CAUT Bulletin not only appear in the Career section of the newspaper but also go online for 30 days at AcademicWork.ca. To place a career ad that will appear in print and online, call our advertising department at (613) 820-2270 or e-mail ads@caut.ca.

Deux pour un

Diffusez simultanément vos offres d'emploi dans deux médias différents. Les annonces publiées dans le Bulletin de l'ACPU paraissent non seulement dans la section des carrières mais aussi en ligne sur le site travailacademique.ca pendant 30 jours. Pour insérer une annonce de carrière imprimée et en ligne, veuillez communiquer avec notre service de la publicité par téléphone (613-820-2270) ou par courriel (ads@caut.ca).

POUR
FOR

Faculty Positions Available

The University of Regina is a university on the move, striving for excellence in its innovative academic, research, and community service pursuits. The University is building on its strengths and looking to the future in areas as diverse as culture and heritage, energy and environment, informatics, health, and social justice. It enjoys constructive relationships with three federated colleges, with all levels of government, and with business, research, and community partners. With more than 12,000 students, and over 2,500 permanent and casual faculty and staff, and an operating budget of \$112 million, the University of Regina is committed to being a great place to study and work.

FACULTY OF ENGINEERING AND APPLIED SCIENCE

Five-Year Term Positions (2)

In the area of Petroleum Systems Engineering

For detailed descriptions on these positions, please visit www.uregina.ca/hr/careers

All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Regina is committed to achieving a representative workforce and qualified diversity group members are encouraged to self identify on their applications.

University
of Regina

University of Regina
3737 Wascana Parkway
Regina, Saskatchewan S4S 0A2
www.uregina.ca

CAUT
BULLETIN

companies in the Waterloo area and from the very generous intellectual property policy of the University, which vests the rights with the inventor. The University of Waterloo has been named the "Best Overall" university by reputation in Canada. It is located in the attractive two-university community in the Region of Waterloo (population of 450,000 in southwestern Ontario). The city of Toronto is within easy driving distance, as are the many recreational opportunities offered by the Great Lakes and Provincial Parks. Interested candidates should send a curriculum vitae, a statement of research and teaching interests, and the names of at least three references to the Faculty Search Coordinator via the online system at <https://ccs.uwaterloo.ca/jcdmca>. Applications will be accepted until the positions are filled. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities.

EXECUTIVE DIRECTOR, CENTRE FOR BUSINESS, ENTREPRENEURSHIP & TECHNOLOGY — University of Waterloo. In just half a century, the University of Waterloo, located at the heart of Canada's Technology Triangle, has become one of Canada's leading comprehensive universities, with 26,000 full and part-time students in undergraduate and graduate programs. Waterloo embraces its connections to the world and encourages enterprising partnerships in learning, research and discovery. In the next decade, the university is committed to building a better future for Canada and the world by championing innovation and collaboration to create solutions relevant to the needs of today and tomorrow. The Centre for Business, Entrepreneurship and Technology (CBET), located in UWS Faculty of Engineering, was developed to support, build

on, and expand UWS burgeoning culture of entrepreneurship. CBET's goal is to change Canada's business landscape by focusing on its engines of growth. CBET has earned an enviable reputation in fostering entrepreneurship, innovation, creativity, and successful commercialization through its focused education, research, and professional development programs. CBET is seeking an academic leader to serve as Executive Director of CBET. In addition to a PhD and the academic qualifications expected for an appointment as a tenure-stream faculty member in the Faculty of Engineering, the successful candidate will have: 1. A vision of entrepreneurial education, research and community involvement that will lead CBET to new levels of excellence; 2. The ability to lead and engage faculty, staff, students, university and community stakeholders in implementing and fulfilling this vision; 3. Strong consensus building skills; 4. Excellent leadership and communication skills; 5. Experience in a senior leadership role with a record of success in fundraising; 6. Strong fiscal management and budgeting abilities; 7. A strong personal belief in the importance of entrepreneurship and commercialization as a foundation for redefining and improving the face of Canadian business. Applications with a letter of introduction, detailed resume and references may be submitted electronically, in confidence, to: Dr. Adel Seif, Dean of Engineering, Chair of CBET Executive Director Search Committee at adel@seif.uwaterloo.ca. The search committee will begin its review of candidates on April 1, 2010 and the new Executive Director will take office in the Accelerator Building on July 1, 2010. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

G **GEOMATICS (SHARNETT CHAIR) — University of Waterloo.** The Department of Geography and Environmental Management at the University of Waterloo invites applications for a tenure track SHARNETT Research Chair in Geomatics and the assistant professor level. Preference will be given to applicants with expertise in climatology and climate modeling, and with teaching experience in physical geography (Earth system science). Candidates must have a PhD and a proven research record in one or more of the following areas: coupling of ocean-atmosphere processes, especially related to sea level, within the global climate system; the application of the helioge and state of the art Earth observation measurements in climate models; cryospheric, microclimatic and/or hydrological feedbacks at local to regional scales in the climate system. Expertise in the impacts of climate change on natural and human systems will be an added advantage. The successful candidate will have a research program that requires high performance computing (HPC) facilities, such as those provided by SHARNETT. SHARNETT is a consortium of colleges and universities that share a network of high performance computers, linked by advanced fibre optics. The SHARNETT Research Chair in Geomatics will be expected to enhance research, using HPC to promote interdisciplinary studies in interaction with departments, the newly established Interdisciplinary Centre on Climate Change (ICC) and partner institutions. The Department of Geography and Environmental Management is part of the Faculty of Environment, which also includes The Department of Environment and Resource Studies, School of Planning, School for Environmental Engineering and Development, and Centre for Knowledge Integration. For additional information see: <http://www.environment.uwaterloo.ca/>

H **HEMATOLOGY — McGill University.** The McGill University Department of Medicine and the Jewish General Hospital, a 637 bed McGill University Teaching Hospital, are seeking to reinforce and consolidate excellence in the Division of Hematology and as such are inviting applications for two positions at the Assistant or Associate Professor level. Potential candidates should have expertise in translational biology in hematology, with particular expertise in the translational biology of malignancy and interactions between cancer and the bone marrow micro-environment. The candidates should be Royal College certified (or equivalent) and hold a PhD in an area of translational research or equivalent. Potential candidates should have significant academic experience in teaching hematology (or equivalent) and as well as solid leadership ability. All qualified applicants are encouraged to apply; however, Canadians and permanent residents will be given priority. McGill University is committed to equity in employment and diversity. It welcomes applications from indigenous peoples, visible minorities, ethnic minorities, persons with disabilities, women, persons of military service, and persons of various sexual orientations and gender identities, and others who may contribute to further diversification. Deadline for applications: April 15, 2010. Interested candidates should submit a letter of application, CV and the names and addresses of 3 referees: Dr. Ernesto L. Schiffman, Chair, Search and Selection Committee, Jewish General Hospital, 3755 Côte Ste Catherine Road, Suite B 127, Montréal, Québec, H3T 1E2.

H **HÉMATOLOGIE — Université McGill.** Le département de médecine de l'Université McGill et l'Hôpital général juif, un hôpital de 637 lits, lancent un appel aux candidatures afin de pourvoir à deux postes de professeur adjoint ou de professeur agrégé en vue de renforcer l'excellence dans la division d'hématologie. Les postulants doivent posséder une expertise en biologie translationnelle dans le cancer et les interactions entre le cancer et le micro-environnement de la moelle osseuse. Ils doivent être titulaires d'un certificat de spécialisation du Collège royal des médecins (ou l'équivalent) et doivent également détenir un doctorat dans le domaine de recherche translationnelle ou son équivalent. En plus d'être expérimentés en pratique clinique en milieu hospitalier universitaire, les postulants doivent posséder des compétences cliniques importantes ainsi

que des capacités de direction remarquables. On encourage tous les candidats qualifiés à postuler; la priorité sera toutefois accordée aux Canadiens et aux résidents permanents. L'Université McGill soutient la diversité à l'équité en matière d'emploi. Elle encourage l'embaument des personnes d'origine autochtone, des minorités ethniques, des personnes handicapées, des femmes, des personnes militaires et d'autres personnes qui pourraient contribuer à une plus grande diversité. La date limite pour la réception des candidatures est le 15 avril 2010. Les personnes intéressées sont priées de faire parvenir leur lettre de demande, leur curriculum vitae ainsi que les noms et adresses de trois personnes pouvant fournir des références au Dr. Ernesto L. Schiffman, Président, Comité pour la recherche et la sélection, Hôpital général juif, 3755, chemin de la Côte-Sainte-Catherine, bureau B-127, Montréal, (Québec), H3T 1E2.

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K **KINESIOLOGY — University of Waterloo.** Applications are currently being accepted for a tenure-track position at the Assistant Professor level in the Department of Kinesiology beginning after July 1, 2010. The successful candidate must have expertise in a field related to clinical musculoskeletal biomechanics, such as kinesiology, neurophysiology, physiology, medicine, rehabilitation, and engineering. Areas of research expertise may include, but are not limited to, musculoskeletal modeling, gait analysis, impact, vibration exposure, tissue injury, rehabilitative biomechanics, and the study of optimal motion and motor patterns for enhanced performance or reduced risk of injury. Applicants with a fundamental research focus including healthy and pathological populations with potential clinical applications are encouraged to apply. Potential candidates are expected to have a strong portfolio of scholarly research including peer-reviewed publications, and evidence of potential for excellence in teaching related to clinical musculoskeletal biomechanics and tissue injury. In addition to advancing a personal research program, candidates will have the opportunity to work as part of a multidisciplinary team engaged in research projects in biomechanics. Research opportunities exist not only within the Department of Kinesiology but also within the Faculty of Applied Sciences and the Centre for Health Research Sciences, including the Centre for Research Expertise for Prevention of Musculoskeletal Disorders and the Centre for Research Institute for Aging. Duties include research, teaching at the undergraduate and graduate levels, and supervising graduate students. Salary range will be commensurate with qualifications and experience. The closing date for applications is March 31, 2010. Interested applicants should send curriculum vitae and arrange for three letters of reference to be sent to: Professor J.W.E. Smith, Chair, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

L **LINGUISTICS — Saint Mary's University.** The Linguistics Program at Saint Mary's University invites applications for a tenure-track position in Linguistics at an entry-level level of Assistant Professor starting July 1, 2010. Applicants should have a PhD in hand and demonstrate the ability to teach and supervise courses in the linguistics program and carry out research in their area of specialization. The ideal candidate will have a specialization in Phonology and ability to teach Introduction to Linguistics and Morphology in our core linguistics program. Candidates who also have a demonstrated research interest in an area of empirical investigation and/or application which can be integrated into the teaching will be given priority. The successful candidate will receive a primary appointment to the Linguistics program and hold a teaching position on both full time and part time students; to carry out research and disseminate its results; and to serve the community at the local, regional, national, and international levels. In carrying out its mission, Saint Mary's is guided by a commitment to academic excellence, diversity, and the provision of a positive and supportive learning environment. It attaches high priority to promoting the personal as well as the intellectual development of its students; to encouraging engagement with global issues, and to fostering the spirit of inquiry through research. Applicants should submit a letter of application, a curriculum vitae, a teaching statement, including evidence of teaching effectiveness, a sample of recent scholarly writing, graduate school transcripts, and names and contact information of three references to: Dr. Elissa Asp, Coordinator, Linguistics Program, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Electronic applications or queries may be sent to Elissa Asp at elissa.asp@smu.ca. Closing date: The selection committee will begin reviewing applications on March 1, 2010 and will continue until the position is filled. Although candidates of all nationalities are encouraged to apply, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to principles of employment equity.

M **MANAGEMENT — Cape Breton University.** Cape Breton University (CBU) is located on Cape Breton Island, Nova Scotia's tourism hotspot and home to Loch Lomond, Maroon, and Acadia culture. CBU has a reputation for small class sizes, strong community involvement, and strong institutional support for faculty research. The Shannon School of Business at CBU delivers several degree programs, including the MBA in Community Economic Development (CED). The School invites applications for a tenure-track position in Management at the rank of Assistant Professor to commence July 2010, subject to budget approval. The School is seeking a senior scholar with a record of teaching, research and supervising in the area of management. The successful candidate will collaborate with faculty from other disciplines within the School and be particularly involved in tourism management, research in various degree programs, conduct research with theoretical/practical applications, and create opportunities for interaction with the business community and with scholars at other universities. Candidates should have a PhD or MBA in business or a related field, a proven record of working effectively with colleagues and students; an active program of research; expertise in tourism manage-

THOMPSON RIVERS UNIVERSITY

KAMLOOPS, BC

TRU invites applications for the following position: Dean, School of Business & Economics

Thompson Rivers University (TRU) is a uniquely comprehensive, student-focused institution built on over 35 years of excellence in postsecondary education and training. The spectacular main campus is located in Kamloops (pop. 85,000), a prosperous city located just a four-hour drive from Vancouver and in the heart of the southern BC interior, offering world-class tourism and recreation, over 2,000 hours of sunshine annually, and excellent cultural, social and economic opportunities. New training facilities were also recently opened at the regional campus in Williams Lake.

Almost 13,000 students attend TRU's programs on the two campuses each year, including over 1,400 international students from about 71 countries and over 1,600 First Nations/Aboriginal students. Another 10,000 students register for distance and online courses. TRU offers a broad range of program options, including undergraduate and graduate university degrees, career diplomas and certificates, trades training and university preparation. For more information, go to www.tru.ca. TRU's strategic plan is available at www.tru.ca/president/strategic_plan.html

TRU seeks a strong, innovative leader to guide the School of Business & Economics. The Dean will report directly to the Provost & Vice-President Academic and is accountable for the administration of the School's academic, research, teaching and service activities, as well as its budget and planning processes. The Dean will also be responsible for providing academic and operational leadership to the departments within the School of Business & Economics. As a member of the University's senior leadership team, the Dean will serve as an advocate for both the School and the University, and contribute to the development and implementation of institutional goals and priorities. For more information about the School of Business & Economics, please consult the website at: <http://www.tru.ca/business.html>

Candidates for the Dean of the School of Business & Economics should demonstrate successful leadership and management in an academic setting coupled with a firm sense of the balance between scholarly and entrepreneurial endeavours based on an established record of academic and professional achievements. The Dean must also possess the interpersonal skills required to support effective communication between all stakeholders.

Review of applications will begin in Winter 2010, but applications will be accepted until the position is filled. Documentation should include a covering letter, curriculum vitae, copies of transcripts and the names of at least three references.

Please send applications to:
Dr. Ulrich Scheck
Provost & Vice-President Academic
Thompson Rivers University
Box 3010, 900 McGill Road
Kamloops, BC V2C 5N3
(or e-mail: smalo@tru.ca)

In accordance with Canadian Immigration laws, this ad is directed to citizens and permanent residents of Canada. TRU is committed to the principles of employment equity. We will communicate with all who express interest.

UFV has Sessional Faculty openings in the Summer 2010 Semester in the following disciplines:

- PSYCHOLOGY
- MATHEMATICS & STATISTICS
- HEALTH SCIENCES
- EARLY CHILDHOOD EDUCATION/CHILD AND YOUTH CARE
- TEACHER EDUCATION PROGRAM
- VISUAL ARTS

The University of the Fraser Valley is the school of choice for 14,000 students annually pursuing more than 80 degree, diploma and certificate programs. We are committed to teaching excellence. Our foundation for academic excellence is small class sizes, support for active research and scholarship, and a friendly, supportive environment open to collaboration and innovation.

Full details at www.ufrv.ca/careers



CAREERS CARRIÈRES

ment, international business, and strategic management. Applicants are expected to demonstrate potential and commitment with regard to teaching, research/creative/ scholarly activities and service to Cape Breton University, community and profession. The union affiliation of this position is with the Cape Breton University Faculty Association. Qualified candidates should send a letter of application quoting the reference number (MGT1002CAUT), a complete dossier including curriculum vitae, copy of academic transcripts, evidence of teaching effectiveness, a writing sample and three current letters of reference (sent directly to CBU) to the Human Resources Department at Cape Breton University, PO Box 5300, 1250 Grand Lake Road, Sydney, NS, Canada, B1P 6L2. Email: humanresources@ns.cbu.ca. Website: www.cbu.ca. Applications must be received by 4:00 p.m. April 9, 2010. Email applicants will receive a return email confirming receipt. CBU is an equal opportunities/affirmative action employer. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MANAGEMENT SCIENCES (BEHAVIOURAL SCIENCES) – University of Waterloo. The Department of Management Sciences, Faculty of Engineering, is seeking individuals to fill vacant positions for a full-time, professional appointment in the Behavioural Sciences at any level by June 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a background in organizational behaviour, psychology, sociology, industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in applied aspects of technology use, decision making, new product development, socio-technical systems or human-computer interaction. Ability to conduct experimental research is essential and interest in problems arising from the workplace is highly desirable. An undergraduate degree in Engineering at the University of Waterloo in Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department has a co-op undergraduate degree in Management Engineering, as well as MSc, MEng and PhD programs. Applicants are to be submitted electronically at <http://www.mansci.uwaterloo.ca/OFA/>. Applicants should submit a cover letter along with a curriculum vitae including educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation and a teaching statement will be requested if a candidate is shortlisted. Consideration of candidates will be continued until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, Faculty of Engineering, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: emj@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MANAGEMENT SCIENCES (HUMAN COMPUTER INTERACTION) – University of Waterloo. The Department of Management Sciences at the University of Waterloo invites applications for full-time faculty appointments in Information Systems at any level (assistant, associate, or full professor) to start May 2010 or later. Applicants should hold a PhD, or be near completion of their doctorate, and have a strong technical background in industrial/systems engineering or a related field. We seek individuals who have demonstrated research and teaching potential in areas such as energy, healthcare, logistics and supply chain management. Individuals in any field of operations research are encouraged to apply, but we are particularly seeking those with interests and experience in the application of probabilistic methods to real-world settings. Management Sciences is a dynamic and growing interdisciplinary department in the Faculty of Engineering that has active research and teaching activities in Information Systems, Operations Research and Management of Technology. The Department has a co-op undergraduate degree in Management Engineering, as well as MSc, MEng and PhD programs. Examples of courses that could be taught by the successful candidate include: Introductory and advanced topics in operations research/industrial engineering optimization, simulation, decision analysis, stochastic processes, work processes and

facility design. Applications are to be submitted electronically at <http://www.mansci.uwaterloo.ca/OFA/>. Applicants should submit a cover letter along with a curriculum vitae detailing educational background, research and work experience, and copies of up to four selected publications. Letters of recommendation are not required on application but will be requested if a candidate is shortlisted. Consideration of candidates will be continued until the positions are filled. For further information, please contact the Chair of Management Sciences: Dr. Elizabeth Jewkes, Department of Management Sciences, Faculty of Engineering, 200 University Avenue West, Waterloo, Ontario, Canada, N2L 3G1. Email: emj@uwaterloo.ca. All qualified candidates are encouraged to apply; however, Canadian citizens and Permanent Residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native peoples, and persons with disabilities.

MATHEMATICS – Wilfrid Laurier University. The Department of Mathematics invites applications for at least one tenure-track position at the rank of Assistant Professor to begin July 1, 2010, subject to budgetary approval. Applicants with research interests in an area of Departmental focus are encouraged to apply, and those in areas of pure mathematics or areas related to financial mathematics will be given priority. Applicants should have a PhD, evidence of commitment to and superior ability in teaching, and an active program of research with strong potential for external funding. The Mathematics Department is a dynamic part of Laurier's Faculty of Science, with a focus on applicable mathematics. Applicants should submit a curriculum vitae, research plan, copies of up to three recent publications, and a teaching dossier (including teaching evaluations), and arrange for three letters of reference to be sent to: Dr. David C. Vaughan, Chair, Department of Mathematics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3G5. Deadline for applications is April 1, 2010, but applications received after this date may be considered until positions are filled. More information about the department and its programs may be found at www.wlu.ca/~wmath/. Wilfrid Laurier is committed to equity and values diversity. We welcome applications from persons of all ages and sexual orientations, persons with disabilities, Aboriginal persons, and persons of a visible minority. All qualified candidates are encouraged to apply; however, Canadians and permanent residents will be given priority.

MATHEMATICS (LECTURER) – University of Waterloo. Applicants are being accepted for one or more positions of Lecturer in the Centre for Education in Mathematics and Computing beginning on 01 August 2010. Applicants should have a minimum of a Master's degree in the mathematical or computer sciences. Demonstrated problem solving skills in mathematics and/or computing as well as interest in and experience with mathematical and/or computing contests at the secondary school level are essential. Candidates with 5 years of recent experience teaching in a secondary school are especially encouraged to apply. Outlets will include undergraduate teaching and participation in activities of the Centre for Education in Mathematics and Computing, including in the Faculty's secondary school outreach program. Salary range is commensurate with qualifications and experience. The closing date for applications is 01 April 2010. This appointment is subject to the availability of funds. Send curriculum vitae and arrange for three letters of reference to

be sent directly to Ken Vanderburgh, Director, Centre for Education in Mathematics and Computing, Faculty of Mathematics, University of Waterloo, Waterloo, ON, N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. However, Canadian Citizens and Permanent Residents will be given priority.

MECHANICAL & MECHANOTRONSICS ENGINEERING (GREEN ENERGY) – University of Waterloo. The Department of Mechanical and Mechatronics Engineering at the University of Waterloo invites applications from outstanding individuals for a tenure-track position at the assistant, associate, or full professor rank in support of the Master of Engineering Certificate program in green energy. Applicants are sought with research expertise and background in one of the following research areas: wind energy, solar energy, fuel cells, hydrogen storage and building energy simulation. Research in other areas that support green and alternative fuels and energy sources, advanced energy conversion devices, energy conservation and management, and also considered. Applicants must have excellent communication skills, and hold a PhD in Mechanical Engineering or a closely related discipline with relevant experience, potential of proven ability for excellence in teaching and research. Outlets will include teaching of undergraduate and graduate courses in a Cooperative Education Program, supervising graduate and undergraduate student research, and undertaking an active research program. Applicants should send their full curriculum vitae, a concise research and teaching vision statement, and the names of three references to: Dr. Pearl Sullivan, Chair, Department of Mechanical and Mechatronics Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. Email: mech@uwaterloo.ca. Applications will be accepted until suitable candidates are

found. Eligibility for registration as a Professional Engineer is a requirement. The successful applicant is expected to have an engineering license for practice in Canada or to apply for an engineering license with the Professional Engineers of Ontario within five years. The salary will be commensurate with qualifications and experience. In accordance with Canadian immigration policy, Canadian citizens or landed immigrants who meet the qualifications will be given priority for appointment. Information about the Faculty and Department can be found at www.engineering.uwaterloo.ca and www.mme.uwaterloo.ca. The University of Waterloo encourages applications from all qualified women and men, members of visible minorities, native peoples and persons with disabilities.

NANOTECHNOLOGY ENGINEERING – University of Waterloo. The departments of Chemistry, Chemical Engineering, and Electrical & Computer Engineering at the University of Waterloo invite applications for several positions at the Assistant, Associate, and Full Professor levels. The positions are in the Nanotechnology Engineering (NE) program, a cross-disciplinary partnership between the three departments which are home to more than 140 faculty members and 600 graduate students. Applicants are invited from excellent candidates in the fields of nanoscience and nanotechnology with primary emphasis in the areas of micro/nano instruments (e.g., nanoscale spectroscopy, fluidics) and nanosystems (e.g., nanomedicine, biomaterials). Other areas such as nanoelectronics (e.g., quantum structures, molecular electronics) and nanomaterials (e.g., nanocrystals, nano-engineered

membranes) may also be considered. The successful candidates are expected to establish world-class, independent, externally funded research programs in a research-intensive cross-disciplinary environment. The departments involved in the creation of the NE program are already home to state-of-the-art characterization, analysis, and synthesis research facilities including cleanroom laboratories for nanoscale structures and devices. Excellent research and teaching facilities are being established across the university, including a new building complex with lab clusters for nanotech research. The candidates are also expected to develop and teach a broad range of innovative undergraduate and graduate courses in nanoscience and nanotechnology. Interested candidates should forward their curriculum vitae, the names of four referees, a short description of research accomplishments, a teaching statement and a research statement. They may also indicate the department(s) they wish to be affiliated with. The positions will remain open until they are filled. Applications should be sent to Faculty Hiring Coordinating Office, Nanotechnology Engineering Program, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, N2L 3G1, Canada. E-mail: nehr@uwaterloo.ca or nehr@uwaterloo.ca (Electronic submissions welcomed). We have a student population of 22,000 and 56 faculties, the University of Waterloo has been rated as the most innovative university in Canada for the 13th year in a row. Located about 100 km from metropolitan Toronto, the University of Waterloo is in the Region of Waterloo with a population of 500,000. The area is in the heart of Canada's tech growth triangle and enjoys one of the fastest growths in Canada. All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. The University encourages applications from all qualified individuals including women, members of visible minorities, native

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York University offers a world-class, modern, interdisciplinary academic experience in Toronto, Canada's most multicultural city. York is at the centre of innovation, with a thriving community of almost 60,000 faculty, staff and students who challenge the ordinary and deliver the unexpected.

www.yorku.ca/acadjobs

Since its founding in 1959, York has continued to grow, innovate and evolve. Now Canada's third-largest university, York has a student population of 51,000, and an alumni community of more than 190,000. Committed to a superior student experience, the University has an international reputation for excellence in research, teaching and practice in innovative undergraduate, graduate and professional programs. York delivers programs through to faculties, including the Faculty of Science and Engineering and the Faculty of Health, and has 22 research centres and institutes.

Canada Research Chair (Tier 1) in Neuroscience

FACULTY OF HEALTH / FACULTY OF SCIENCE AND ENGINEERING

Applications are invited for a Tier 1 Canada Research Chair position in the area of neuroscience, with particular expertise in the areas of molecular/cellular neuroscience, to commence July 1, 2010, or as soon thereafter as the candidate is available, subject to approval by the CRC program review process. The primary departmental affiliation of the successful candidate will be within a unit in either the Faculty of Health or the Faculty of Science and Engineering. A cross appointment will be made with a unit in the other faculty. The successful candidate will be affiliated with York's internationally renowned Centre for Vision Research, with its critical mass of researchers in neuroscience and related fields and state-of-the-art scientific infrastructure. Eligibility criteria and CRC program information can be found at the following web site: www.chairs-chaire.gc.ca/program-programme/index-eng.aspx.

The successful candidate should be an outstanding researcher and proven leader in integrative, interdisciplinary research in neuroscience. We are seeking candidates who could complement the existing strengths in neuroscience at York. Candidates with translational research interests who would be able to interact with hospitals or other

community-based partners associated with neuroscience research at York are particularly encouraged to apply. The successful applicant is expected to interact with a diverse team of neuroscientists (www.yorku.ca/neurosci) and molecular/cellular/physiology researchers (www.yorku.ca/gradbiol/faculty, www.yorku.ca/gradkabs/faculty), contribute to current neuroscience programs, and provide leadership for imminent expansion plans in neuroscience research and teaching at York. The successful candidate is expected to contribute to teaching in undergraduate and graduate programs within the faculties, must be eligible for prompt appointment to the Faculty of Graduate Studies, and will have a PhD, postdoctoral experience, an outstanding research record and demonstrated leadership abilities.

Applicants are requested to submit a curriculum vitae, a detailed research plan, a description of teaching philosophy and preference, summary of research publications, and the names of five references to: Chair, CRC Search Committee, Department of Psychology, Faculty of Health, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3. Fax: 416.736.5814. Complete applications must be received by April 30, 2010.

York University is an Affirmative Action Employer. The Affirmative Action Program can be found on York's web site at www.yorku.ca/acadjobs or a copy can be obtained by calling the affirmative action office at 416.736.5713. All qualified candidates are encouraged to apply; however, Canadian citizens and permanent residents will be given priority.

YORK U
UNIVERSITY
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TENURE-TRACK POSITIONS IN NUCLEAR ENGINEERING AT MCMASTER UNIVERSITY

The Faculty of Engineering at McMaster University invites applications for a tenure-track faculty position in the area of Nuclear Engineering. The appointment is intended to be at the Assistant or Associate Professor level; however, consideration will also be given to exceptional candidates at the Full Professor level. This position will expand upon current McMaster expertise in nuclear engineering as well as contributing to the Faculty's strategic initiatives in sustainable engineering.

The applicant should have expertise in the field of nuclear engineering, with a focus on nuclear fuel cycles, advanced reactor applications, or nuclear reactor performance. The applicant is expected to develop a strong externally funded research program and capitalize on existing and new infrastructure at the university including the McMaster Nuclear Reactor and accelerator labs. McMaster University has also received new funding from the Canada Foundation for Innovation (CFI), the Ontario Research Fund and the Natural Sciences and Engineering Research Council totalling approximately \$50 million in infrastructure in the areas of nuclear power generation, fuel cycles and advanced reactor designs. This position will build upon faculty expertise in nuclear engineering, nuclear safety, thermohydraulics, reactor physics, and nuclear materials as well as the existing facilities within the Brockhouse Institute for Materials Research, the McMaster Institute for Energy Studies, the McMaster Institute for Applied Radiation Sciences and the Centre for Probe Development and Commercialization.

Applicants must have earned a Ph.D. in Engineering, Applied Physics or a closely related discipline. The successful applicant will be expected to develop an effective research program and demonstrate a strong commitment to teaching and curriculum development at both the undergraduate and graduate levels. The Faculty expects the successful candidate to become registered as a Professional Engineer in the Province of Ontario.

Interested applicants should send a letter of application, curriculum vitae, statements of teaching and research interests, a selection of research publications, and the names and addresses of at least three references to:

Department Chair
Department of Engineering Physics, McMaster University
1280 Main St. West
Hamilton, Ontario, L8S 4L7, Canada

This position is available as of July 1, 2010 and will remain open until the position is filled. Applications by e-mail will not be accepted.

All qualified applicants are encouraged to apply; however, Canadian citizens and permanent residents will be given priority. McMaster University is strongly committed to employing equity within the community, and to recruiting a diverse faculty and staff. The University welcomes applications from all qualified applicants, including women, members of visible minorities, Aboriginal persons, members of sexual minorities, and persons with disabilities.

McMaster
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CAREERS CARRIÈRES

peoples and persons with disabilities. Candidates are expected to become eligible for Professional Engineering registration in Ontario.

III NURSING – University of Western Ontario
Working with the Coordinator for Simulated Clinical Education, the Clinical Education Lecturer is responsible for simulated and laboratory professional practice in all years/levels of the undergraduate nursing programs in the School of Nursing. The Clinical Education Lecturer will: 1. promote a learning environment that is supportive of students and faculty; 2. facilitate the development and integration of clinical judgment; 3. assist with the faculty development, support, and guidance in simulation and other innovative teaching/learning methods; 4. assume teaching obligations in accordance with curriculum needs as negotiated with the Director of the School of Nursing; 5. support research related to simulation and other innovative teaching/learning approaches. A BScN with a minimum of three years of recent clinical and teaching experience are required. Applicants should understand and make the best use of principles of adult education. Preference will be given to individuals with experience teaching with various forms of simulation as simulated learning environments are used extensively in the School to facilitate the application of professional knowledge and abilities. All applicants must be eligible for registration as a registered nurse with the College of Nurses of Ontario. The Simulated Clinical Education Suites accommodate students from the Schools of Nursing, Physical Therapy, and Occupational Therapy within the Faculty of Health Sciences. The Faculty of

Health Sciences is committed to being at the forefront of innovation into research and education in the Health Sciences. The School of Nursing is one of the schools in the research-oriented Faculty of Health Sciences. University-wide programs to enhance teaching are offered regularly. Educational and research programs are supported by excellent relationships with health care and community agencies. The effective date of appointment is July 1, 2010. Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three references to: Mary Anne Andrusyszyn, Professor and Director, Arthur Labatt Family School of Nursing, Faculty of Health Sciences, Room H12.5, Health Sciences Addition, The University of Western Ontario, London, Ontario, N6A 5C1; <http://www.uwo.ca/>

/for nursing. The deadline for receipt of applications is April 1, 2010. Please quote Number HS 111 on all correspondence. This externally funded position is a one year contract and subject to funding and the budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply. However, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities.

IV NURSING – ECHO CHAIR IN RURAL WOMEN'S HEALTH RESEARCH – University of Western Ontario
The Faculty of Health Sciences and the Schulich School of Medicine & Dentistry at The University of Western Ontario invite applications for the position of Echo Chair in Rural Women's Health Research. The Chair was established with the generous support of the Ontario Women's Health Council, now Echo Improving Women's Health in Ontario, and with the generous support of Arthur and Sonia Labatt to provide leadership in research on rural women's health, promoting equity and improved health for the women of Ontario by working in collaborative partnerships with the health system, the community, research and policy stakeholders. In addition to Western's role as a major academic health science centre, with established links to rural and regional centres, the University houses the Department of Women's Studies and Feminist Research and the Centre for Research and Education on Violence against Women and Children. It is also expected that the Chair will foster with Echo endowed chairs in Women's Health Research at other universities and engage with Echo in activities to advance women's health in Ontario. The Echo Chair in Rural Women's Health Research will have an established track record in women's health or health services research, knowledge of rural health and health care, and an advanced understanding of gender issues in health and health care. The successful candidate will also have experience in the development of curricula, as well as demonstrated success in building and maintaining community partnerships. During this round, the Echo Chair in Rural Women's Health Research will be appointed at the rank of Associate Professor with tenure in the Arthur Labatt Family School of Nursing, in the Fac-

ulty of Health Sciences, with a cross appointment in the Schulich School of Medicine & Dentistry, with a start date of July 1, 2010. Candidates for the position should submit a curriculum vitae and the names of three references to: Dr. Kevin B. Wansley and Dr. Carol Herbert, Co-Chairs, Selection Committee, c/o Faculty of Health Sciences, Room 200, Arthur Labatt Health Sciences Bldg, The University of Western Ontario, London, ON, N6A 5B9. The deadline for receipt of applications is April 1, 2010. Please quote Number HS 112 on all correspondence. Positions are subject to budget approval. Applicants should have fluent written and oral communication skills in English. All qualified candidates are encouraged to apply; however, Canadian and permanent residents will be given priority. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

Blackberry, and Open Text, and benefit from diverse ethnic and cultural activities and recreational facilities and thriving creative clusters. This is the community whose unprecedented investment established the School of Pharmacy. Additional information on the School of Pharmacy is available at www.pharmacy.uwaterloo.ca. Our two local community hospitals, Grand River and St. Mary's Hospital, are partnering with us to create a clinical/research Infectious Disease (ID) position. They provide 3) an excellent community based clinical site with patients and health issues that have been underrepresented in antimicrobial stewardship research, 2) an infectious disease team eager to collaborate, and 3) a unique research funding model that would see a portion of cost savings, realized in the program, reserved for infectious disease research. This individual will be an integral member of the antimicrobial stewardship team, being a key player in establishing initiatives that foster improved antimicrobial use, lower antimicrobial resistance, increased patient safety and cost-savings across both hospitals. The individual will work collaboratively with the infection control team to establish guidelines that ensure appropriate antimicrobial therapy, reporting in education of hospital staff and establish an antimicrobial and drug surveillance participation program. Research opportunities exist in many areas including evaluation of antimicrobial management strategies, pharmacy practice based research, local and regional antimicrobial resistance patterns, etc. In collaboration with other microbiology faculty, this individual will participate in the infectious disease component of our School of Pharmacy curriculum; our educational plan uniquely combines medical microbiology, public health, emergency preparedness and infectious disease pharmacology and therapeutics. We are seeking candidates who offer exceptional communication and teaching skills, creative/innovative scholarship, and strong practice experience. Rank and salary will be commensurate with qualifications and experience. Applicants must hold either a PharmD or PhD degree. Candidates must have post-doctoral experience or exemplary practice-based clinical experience. Candidates will be expected to establish a successful full-time funded scholarship program. In addition to the pursuit of scholarly activity through research and practice innovation, duties will include



THE
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BRITISH
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Assistant/Associate Professor Department of Educational Studies

The Department of Educational Studies, Faculty of Education, UBC, invites applications for a full-time, tenure track position. This position is primarily situated in **Educational Administration and Leadership** and is expected to commence July 1, 2010. The appointment will be made at the Assistant or Associate Professor level.

The Department of Educational Studies is a multidisciplinary department concerned with the broad study of education as a lifelong pursuit occurring in community, workplace, institutional and other contexts. The Department fulfills major commitments to both undergraduate and graduate programs in the Faculty of Education, enrolling large numbers of master's and doctoral students. Programs are committed both to meeting traditional needs and to developing innovative and integrated approaches to emerging issues in education. Department graduate programs include specializations in Adult and Higher Education, Educational Administration and Leadership, Society, Culture and Politics of Education, and Indigenous Education.

Applicants will have an earned doctoral degree, demonstrated excellence in teaching, a strong commitment to research and scholarly publication, a strong commitment to educational leadership development, familiarity with Canadian educational policy and leadership contexts, and experience as educational practitioners and leaders in K-12 schools. Preference will be given to applicants who have experience as educational administrators in K-12 schools and to applicants who are able to contribute to one or more of the other areas of specialization in the department. Priority in hiring will be given to educators with expertise in indigenous education and leadership, low (particularly in relation to special education and/or human rights), critical political economy, or educational leadership studies. Salary is commensurate with qualifications and experience.

The successful applicant will be expected to (a) develop a focused research agenda related to educational administration and leadership in Canadian and BC schools, (b) teach in both undergraduate and graduate programs coordinated by the Department, (c) supervise graduate students enrolled in the Department's programs, (d) contribute to the scholarly community and service work of the Educational Administration and Leadership Program, the Department, the Faculty of Education, and the University community, and (e) participate in outreach within the broader educational community.

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. However, Canadians and permanent residents of Canada will be given priority.

Applications should include a letter indicating clearly the position being sought and outlining potential contributions to the Department, curriculum vitae, evidence of teaching excellence, a sample of scholarly work, and the names of three references, including academic and professional. The quality of teaching will be assessed as part of the selection process. The complete application package is to be sent to:

**Professor Donald Fisher, Head
Department of Educational Studies
2125 Main Mall, University of British Columbia
Vancouver, BC, V6T 1Z4**

The application deadline is **May 31, 2010** or until the position is filled.

FACULTY OF EDUCATION



McGill

Tenure Track Position in Kinesiology Department of Kinesiology & Physical Education

The Department of Kinesiology and Physical Education, housed in the Faculty of Education at McGill University invites applications for a tenure track position at the Assistant or Associate Professor rank, effective September 1, 2010.

We are seeking an individual to complement the research programs of the existing faculty members. The successful candidate will have an active program of interdisciplinary research, in a research area relevant to kinesiology. Currently the department is focused on a variety of research areas as they relate to advancing our understanding on the determinants of participation in health practices while also examining how exercise practices and interventions contribute to health promotion, and optimization of quality of life and functional ability in healthy individuals as well as in populations with chronic disorders and across the lifespan.

The department is seeking a candidate with a demonstrated research track and experience in exercise and physical activity sciences by them from the perspective of neuropsychology, motor control, molecular neurobiology, genetics and molecular biology, biomechanics, physical activity and health, and/or

or education and pedagogical approaches for the promotion of a healthy lifestyle.

The candidate will be expected to teach at the graduate and undergraduate levels and supervise master's and doctoral students. The candidate will be expected to obtain external funding for research.

The application deadline is **April 15, 2010** or until a suitable candidate is appointed to this position. Persons wishing to be considered for this position should forward a statement of research interests, a statement of teaching philosophy and interests, curriculum vitae, and three letters of recommendation submitted directly to **Professor Theodore Milner, Chair, Department of Kinesiology and Physical Education, McGill University, 475 Pine Ave West, Montreal, Quebec, H3W 1S4**. Electronic submissions are accepted and should be forwarded to: **theodore.milner@mcgill.ca**

English is the language of instruction at McGill. But knowledge of French is an asset. In accordance with Canadian immigration requirements, this advertisement is directed to citizens or permanent residents of Canada. However, all qualified candidates are encouraged to apply. McGill University is committed to equity in employment, and encourages applications from women and men, persons with disabilities, members of visible minorities, and aboriginal persons.

www.mcgill.ca/edu-kpe/



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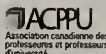
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